Arc 1968

TOWN OF WAYLAND

# REPORT

OF THE

# FINANCE COMMITTEE

INCLUDING

## WARRANT ARTICLES

FOR ANNUAL TOWN REPORT

1968

With Finance Committee's

RECOMMENDATIONS AND BUDGET

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# WARRANT FOR ANNUAL TOWN MEETING

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

To any of the Constables of the Town of Wayland, in said County:

GREETINGS:

In the name of the Commonwealth you are required to notify and warn the inhabitants of said Town qualified to vote in Town election to meet at their respective polling places, Precinct 1 in the Junior High School Gymnasium, Precinct 2 in the Cochituate Grammar School on

MONDAY, MARCH 4, 1968

at 7:00 o'clock in the forenoon, there and then to bring in their ballots for a Moderator and one Commissioner of Parks and Recreation, each for one year;

One member of the School Board and two Commissioners of Parks and Recreation, each for two years;

One Selectman, a Town Clerk, one member of the Welfare Board, one member of the School Committee, one Assessor, one Water Commissioner, one member of the Board of Health, one Road Commissioner, one Commissioner of Trust Funds, two Trustees of the Public Library and two Commissioners of Parks and Recreation, each for three years;

One member of the Planning Board for five years;

Answer "Yes" or "No" on each of the following Referendum Questions:

1. Shall the Town pay one-half the premium costs payable by a retired employee, for group life insurance and for group general or blanket hospital, surgical and medical insurance?
2. Shall the Town vote to accept the provisions of Section Six C (6 C) of Chapter Forty (40) of the General Laws, which authorizes cities and towns to appropriate money for the removal of snow and ice from private ways therein open to public use?

All the foregoing to be voted on the official ballot. The polls will be open at 7:00 o'clock in the forenoon and will remain open continuously until 8:00 o'clock in the afternoon, when they shall be closed.

And you are required to notify and warn the inhabitants of said Town qualified to vote in Town affairs to meet at the Senior High School Field House on

WEDNESDAY, MARCH 6, 1968

at 7:45 P. M., then and there to act on the following articles:

**Article 1.** To hear the reports of the Town Officers, Agents and Committees and act thereon.

**Article 2.** To choose all necessary Town officers, agents and committees not elected by the official ballot.

**Article 3.** To see if the Town will vote to further amend the Town By-Law establishing the Wage and Salary Classification Plan, as amended, in any of the following respects; and establish the effective dates for any changes by such amendments:

(a) Amend Article I

Section 2, by inserting a new paragraph (b) to read as follows: "To approve all pay or classification changes of Town employees, including all hiring rates and classifications."

By changing present paragraph designations as follows: (b) to (c); (c) to (d).

(b) Amend Article II

Section 1, by deleting the entire provisions presently shown, and substituting therefor the following schedules:

(INSERT SCHEDULES)

Add a new Section 6 to read as follows:

"Section 6. Each full-time regular employee of the Town shall be awarded longevity pay in accordance with the following table:

| | |
|---|---|
| After 10 years of service | $100 per year over regular salary |
| After 15 years of service | An Additional $50 ($150 total) |
| After 20 years of service | An Additional $50 ($200 total) |
| After 25 years of service | An Additional $50 ($250 total) |
| After 30 years of service | An Additional $50 ($300 total) |

Payments will be made twice a year, on May 31 and November 30, and each payment will consist of half (½) of the yearly amount. To qualify for the additional payments under this Article, the employee must have completed the required years of service before the payment date. Part-time employees will be given consideration under this Article.

The Personnel Board will be responsible for determining the equivalency of longevity in each case."

(c) Amend Article III

Section 1, by deleting the present Section 1 and adding a new Section 1 in place thereof to read as follows:

"The regular workweek for office and clerical employees and Nurses Aides shall be 35 hours. For Fire Department personnel, it shall be 48 hours. The regular workweek for all other Town employees shall be 40 hours."

Section 2, by deleting the third sentence beginning with, "Employees of the Police Department," and substituting therefor a new sentence to read as follows:

"Employees of the Police and Fire Departments shall receive straight-time pay for all overtime worked in excess of the regular workweek, except that Fire Department employees shall be paid at the rate of 1.2 times their regular hourly rate when called back to duty because of a bell alarm."

Section 2, by deleting the last two sentences in the paragraph, beginning with "A Firefighter employed on an annual salary basis, etc."

(d) Amend Article IV

Section 1, by deleting the final sentence beginning with "The Personnel Board shall have, etc."

(e) Amend Article V-A

Section 1, paragraph (d) by substituting the word "fifteen" for the word "twenty."

(f) Amend Article V-C

By inserting a new Section 3 to read as follows:

"Up to the limit of the dollar amount accrued, an employee may request that his sick leave be used to supplement any workmen's compensation payments, so long as sick leave and workmen's compensation payments in each pay period do not exceed his regular after-tax income."

By changing present paragraph designation as follows:

"Section 3" to "Section 4."

(g) Amend Article VI

By deleting the entire article and inserting in its place a new article on the subject of "PHYSICAL EXAMINATIONS," to read as follows:

"Article 6

Section 1

All new employees are required to have a physical examination completed prior to being hired. Physical examinations shall be done by a physician designated by the Town, at Town expense. The Town physician is responsible for recommendations to the appropriate Town department head, and for maintaining confidential medical records on the individuals.

Full-time active employees of the Police and Fire Departments and Nurses in the Public Health Department are also required to have annual physical examinations."

(h) Amend Article VIII

Section 1, by adding to the list of exempted job titles, the following:

"All Civil Service Positions (Welfare, Gas Inspector, Plumbing Inspector, etc.)."

or take any action relative thereto.

**This article has been inserted in the Warrant at the request of the Personnel Board to cover its recommendations with respect to change in classifications, adjustments in salary and wage levels and suggestions for keeping the Personnel Plan current.**

**Following is the report of the Personnel Board with its recommendations:**

*"Each year, the articles of the Wage and Salary Classification Plan are reviewed to assure fair and equitable treatment for town employees, and upon vote of the town, new articles added as needed. Besides those matters specifically affecting the Wage and Salary Classification Plan itself, the Personnel Board makes frequent recommendations to the Finance Committee, Selectmen and others concerned with administration of matters indirectly affecting pay and working conditions.*

*It should be pointed out that in 1965 the State Legislature established that town employees may form or join a union for purposes of collective bargaining on matters affecting their pay, benefits, and working conditions. Under this law, there is a clear possibility that each department in the town could be represented by a separate union, each with separate negotiations, and each with a separate contract. The potential administrative difficulties are significant, particularly for a small community.*

*During this past year, employees of the Fire Department have formed the Wayland Firefighters Personnel Relations Committee, for purposes of bargaining collectively on wages, benefits, and working conditions. In view of this, the Selectmen appointed the Personnel Board Collective Bargaining Agent for the Town. Amicable meetings have been held with the Firefighters Committee, and the results of these discussions have been agreed to both by the Firefighters and the Board and are incorporated into the recommended changes to the Wage and Salary Classification Plan.*

*During this past year, the Wayland Personnel Board has, with the aid of its consultant, reviewed all job descriptions covered by the Wage and Salary Classification Plan. In addition, comparable job descriptions were prepared at the request of the school committee for all non-professional jobs in the school system.*

*This year's studies again included comparisons with most eastern Massachusetts towns with a comparable tax base and population, with adjacent towns, with statewide surveys, and with Industrial and business practices in the area. Meetings have been held with the Department Heads and Commissioners of each Town Department, their needs and recommendations have been considered, and they support the proposed changes. Numerous meetings were also held with the Selectmen and with the Finance Committee, who concur in these changes. The Board believes these adjustments will continue our policy of*

*providing equitable salaries and maintaining a competitive position with other towns, and earnestly urges they be adopted by the Town meeting. Listed below are more detailed explanations of the recommended changes.*

*The Board recommends these changes be effective March 14, 1968.*

*BASIC COMPENSATION RATES AND CLASSIFICATIONS:*

I. *During this past year, all job descriptions were reviewed, updated, and new ones written as required. During the course of preparing these descriptions, and in later meetings between Department Heads and the Personnel Board, it became clear that some of the relationships between jobs had changed.*
*Also, it was felt that the existing ranges often do not provide an easy progression from lower level jobs to higher level jobs.*
*After a great deal of study and work with the Consultant and Department heads the Board proposes the revised ranges shown and has placed the various jobs into these ranges. The necessary adjustments did not produce the same across-the-board increase for each job, therefore increases range from 2.2% to 11.6% and average about 6%.*

*The new schedule includes consideration for the following changes:*

| | |
|---|---|
| *Accountant — Office Manager* | *(deleted)* |
| *Building Inspector* | *(replaces Bldg. and Wiring Inspector)* |
| *Wiring Inspector (PT)* | *(replaces Bldg. and Wiring Inspector)* |
| *Police Lieutenant* | *(new)* |
| *Laborer A* | *replaces present laborer class* |
| *Laborer B* | *replaces present laborer class* |
| *Laborer C* | *replaces present laborer class* |
| *Police Photographer* | *(new)* |
| *Groundsman* | *(replaces present laborer class)* |

*Superintendent — Recreation, Park, Cemetery (replaces present Superintendents of Cemetery and of Parks)*
*Switchboard Operator—Receptionist (replaces Switchboard Operator)*

| | |
|---|---|
| *Mechanic Welder* | *(replaces Highway Mechanic)* |
| *Maintenance Mechanic* | *(replaces Highway Mechanic)* |

*The cost of these changes is estimated to be $57,000 per year.*

*OTHER CHANGES TO THE PLAN*

I. *The Board recommends establishing a longevity pay benefit to both recognize the long and loyal service of many town employees and provide some additional incentive for employees to remain with the Town. At present, there is no pay benefit recognizing long service. The cost of this proposal is estimated to be $4,000.*

*II. The Board recommends that town employees receive 4 weeks of vacation after 15 years of service, instead of after 20 years, at present. The cost of this will be $2,000.*

*III. The Board recommends that regular firefighters who are called back to work on an emergency basis (defined as any bell-alarm), be paid an overtime rate calculated on a 40 hour week. This change recognizes the fact that almost every emergency entails extra difficulty, discomfort, and risk not covered in regular overtime assignments. The cost of this proposal is indeterminate, — but probably small.*

*IV. Old Article VI, relating to overtime, should have been deleted in 1967 but was not, through an error. In a new Article VI, the Personnel Board recommends that all employees of the town be given a pre-employment physical examination, and that Police, Fire and Public Health Nursing employees receive annual physicals thereafter. At present, there are different practices in different departments. The additional cost of this proposal is estimated to be $750 per year.*

*V. Changes to other articles are made merely to clarify the intent of already-established policies or procedures, and to assist in uniform administration."*

**The Finance Committee believes that the Personnel Board has made a thorough study of the compensation situation this year and concurs in the above recommendations.**

Article 4. To grant money for necessary Town purposes.

**See Finance Committee Report.**

**Article 5.** To see if the Town will vote to fix the salary and compensation of all elective officers of the Town, as provided by the General Laws (Tercentenary Edition) Chapter 41, Section 108, and set the effective date of such salary and compensation.

**The salaries of elective officers are not covered under the Wage and Salary Classification Plan and must, therefore, be established annually by the Town.**

**The Finance Committee has made a special study this year of the salaries paid elected officials in comparable towns, taking into account the time required of officials in the various categories. On the basis of this review, the Committee is making recommendations, as indicated in the budget, and recommending that they be effective as of January 1, 1968.**

**Article 6.** To see if the Town will vote to authorize the Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue for the financial years beginning January 1, 1968 and January 1, 1969, in accordance with the provisions of General Laws, Chapter 44, Section 4, and to renew any note or notes as may be given for a period of less than one year, in accordance with the pro-

visions of General Laws, Chapter 44, Section 17.

**This is the regular article under which the Treasurer is given authority to borrow money in case of need, pending receipt of the collection of taxes in October and November.**

**The Finance Committee recommends the approval of the article.**

Article 7. To see if the Town will vote to authorize the Board of Selectmen to sell, or otherwise dispose of the following:

(1) The Police Department's present two 1967 Chevrolet station wagons;

(2) The Highway Department's present 1965 Chevrolet sedan and 1955 Chevrolet utility pick-up truck;

(3) The Water Department's present 1961 Ford ¾-ton dump truck;

(4) The Park Department's present 1963 Chevrolet 1½-ton dump truck;

in connection with the purchase of new equipment by the respective departments; or take any action relative thereto.

**The sale, trade-in, or disposal of Town property requires a vote of the Town. Funds for the purchase of new equipment for which the old is being traded, or sold, are provided for in the budgets of the respective departments or under Article 8.**

**The Finance Committee recommends the approval of the article.**

Article 8. To see if the Town will appropriate sums of money for the Water Department, and determine whether the money shall be provided for by appropriation from available funds in the Treasury, by taxation and/or by borrowing; or take any action relative thereto.

**This article provides funds for the operation of the Water Department for the calendar year 1968. All of the funds will be provided for from the Water Department Revenue. The proposed budget is as follows:**

| | | |
|---|---|---|
| **(1) Water Coupon Notes, Bonds and Registered Notes Maturing in 1968 — Payment of Principal** | | **$10,000.00** |
| **(2) Water Coupon Notes, Bonds and Registered Notes — Payment of Interest** | | **1,980.00** |
| **(3) Water Department — Maintenance:** | | |
| **Salaries:** | | |
| **Superintendent** | **$11,200.93** | |
| **Labor** | **48,000.00** | |
| **Town Office (2)** | **9,600.53** | |
| | | **68,801.46** |
| **(4) Appropriation** | | **50,000.00** |
| **(5) New Truck** | | **3,000.00** |
| **(6) Refund Account** | | **20,000.00** |
| **(7) Test Wells** | | **10,000.00** |
| | | **$163,781.46** |

**The Finance Committee recommends the approval of the article.**

Article 9. To see if the Town will vote to appropriate and assess a sum of money for the reconstruction and improvement of Chapter 90 Roads, said money to be used in conjunction with any money which may be allotted by the State or County, or both, for this purpose, the work to be done under the supervision of the Road Commissioners; or take any action relative thereto.

**This is the annual article under which the Town appropriates and assesses money for the construction of Chapter 90 Roads, a road program whereby the Town pays 25%, the County 25% and the State 50%. For the year 1968, the Town has been notified that the County has made an allocation of $6,700 and the State $13,400, thereby setting the appropriation required of the Town at $6,700.**

**At the last Annual Town Meeting, the Town was advised that the Town, County and State were attempting to work out a new layout for the intersection of Cochituate Road, known as the "Five Paths." Because of its extent and cost, the job will need three or four years of appropriation of the joint governmental units when it is undertaken, and the State has approved the setting aside and the deferment of the use of funds annually appropriated, until the job is ready to be built. In the meantime, the Finance Committee feels that the Town should continue the matching appropriation.**

**The Finance Committee, therefor, recommends the approval of the article.**

Article 10. To see if the Town will vote to accept various conveyances, gifts, and devises to the Town; or take any action relative thereto.

**This is the regular annual article placed in the Warrant to permit the Town to accept various gifts or conveyances which it has received during the year, or is about to receive. The Town Counsel and the Finance Committee will make recommendations at the time of the meeting, with respect to any items which may be involved.**

**The Finance Committee recommends the approval of the article.**

Article 11. To see if the Town will vote to authorize the Board of Road Commissioners to reconstruct approximately 600 feet of Cochituate Road (Route 126) southerly from the end of the work done under Chapter 90 in 1967, and will authorize the expenditure therefor of the Town's share of the proceeds from the bond issue authorized under Chapter 679 of the Acts of 1965; or take any action relative thereto.

**This article is inserted in the Warrant to provide the necessary authorization for the expenditure of the Town's share ($17,832.93) of the proceeds of the State Bond Issue passed in 1965 for Highway purposes. The bulk of all the funds was used by the State, but a small portion was allocated to the cities and towns. The deadline for the expenditure of the funds is June 30, 1968, it being a requirement of the statute that any unexpended funds would revert to the**

State. The use of the funds by the Town, on a Chapter 90 road, conforms to requirements laid down by the State. The necessary takings and preliminary engineering work have been completed for this stretch of road, and this is a continuance of the unfinished work of Cochituate Road.

The Finance Committee recommends the approval of the article.

Article 12. To see if the Town will vote to approve the institution of kindergartens as part of the school system beginning in September, 1968, in space which would be rented until adequate space is available in the schools, and to raise and appropriate a sum of money therefor; or take any action relative thereto.

The School Committee has requested that this article be inserted in the Warrant, in order to sound out the sentiment of the Town with respect to the commencement of kindergartens beginning September 1968, and that Committee will be fully prepared to set forth the educational reasons for instituting kindergartens as promptly as possible.

The most recent estimate made by the School Committee is that there will be 326 children eligible for kindergarten as of September '68. The survey made by the Committee's consultant, Downes, estimates 303 children. Under either calculation, assuming twenty to twenty-five children per class, twelve to fifteen rooms would be required in single sessions, and if the operation were run on double sessions, six to seven rooms. The cost estimate for kindergartens for 1968-69, if the operation is approved by the Town, is given by the School Committee as $86,548 for a full year, or about $35,000 for four months in 1968. The total cost would represent an increase over and above the present expected increase in the school budget of about $298,000.

The Town is currently faced, within the next few years, with a very substantial building program for the schools, independently of anything which is done by way of kindergartens. The Commonwealth, through legislation recently enacted and if not in the interim revoked or amended, plans to require by 1973 that all towns in the state include kindergartens in their school systems. In view of the financial problem relating to our schools, the Finance Committee feels that the Town should defer the adoption of a kindergarten system until required by the state and that in the meantime, it should make all necessary plans for complying at the appropriate time.

The Finance Committee, therefor, does not recommend the approval of the article, which calls for the immediate adoption of kindergartens in September of this year, 1968.

Article 13. To see if the Town will vote to further amend the Town By-Law establishing the Wage and Salary Classification Plan, as amended, by adding
to read as follows:

"Any member of the Police Department who has earned and received an Associate of Science Certificate in Law Enforce-

ment from an accredited college or university shall be paid $400.00 additional salary per year in his grade.

A policeman who has attained a Bachelor of Science Degree in Law Enforcement shall receive $700.00 additional salary per year in his grade";

or take any action relative thereto.

**This article is inserted in the Warrant by the Selectmen. The Finance Committee is in the process of reviewing this matter with them and with the Personnel Board, and will make its recommendation at the Town Meeting.**

**Article 14.** To see if the Town will vote to authorize the Board of Selectmen to purchase, take by eminent domain, gift or otherwise, subject to utility easements, all or a part of the parcels of land shown as Dudley Road (Part B) and Parcel No. 1, being land owned by Olive E. Nisbet and as shown on a plan entitled, "Plan of Land in Wayland, Mass. Showing Proposed Land Takings on Dudley Road, dated December 15, 1967 by Wayland Engineering Dept."; or take any action relative thereto.

**At the 1967 Annual Town Meeting, under Articles 21, 22, 23, 24 and 25, arrangements were made for the rebuilding of Dudley Road from Bayfield Road to Dudley Pond. At that time, all steps were taken necessary for the acquisition of land incident to the building of this piece of the road, and the work has now been completed.**

**This and the following two articles have been inserted in the Warrant to provide for the acquisition and return to the respective abutting owners of the balance of the highway not covered under the construction and no longer needed for public use.**

**This, the first article, provide for the taking of old Dudley Road from Main Street westerly about 420 feet and for the acquisition of a triangle of land about 16 feet wide at its widest part, narrowing to a foot and extending 165 feet westerly from the rear of the Nisbet property, including land located between old Dudley Road and Bayfield Road. The taking is entirely in accord with the understanding which the Town had with all the abutters, in connection with this road improvement.**

**The Finance Committee recommends the approval of this article.**

**Article 15.** To see if the Town will vote to authorize the Board of Selectmen to sell, or otherwise dispose of the following parcels of land, subject to utility easements therein, listed as follows and as shown on a plan entitled, "Plan of Land in Wayland, Mass., Showing Proposed Land Sales on Dudley Road, dated December 15, 1967";

Parcel No. 2 to Bernard M. and Gertrude C. Collins or Claire Ray or McAneny,
Parcel No. 3 to Olive E. Nisbet,
Parcel No. 4 to Olive E. Nisbet,
Parcel No. 5 to Fay L. and Betty S. Gee,
Parcel No. 6 to Raymond F. and Evelyn C. Smith;

or take any action relative thereto.

**This second article, dealing with the rebuilding of Dudley Road, provides for the sale, to a number of abutters, of land lying between their properties and the newly laid out and reconstructed Dudley Road. Parcel No. 2 is a piece of land about 152 feet by 10 feet and provides a 20-foot frontage connection to Bayfield Road from the Collins property. Parcel No. 3 is a parcel of land about 131 feet by 10 feet. Parcel No. 4 is a parcel with a frontage of 120 feet and 25 feet of depth. Parcel No. 5 is a parcel 80 feet by 17 feet. Parcel No. 6 is a parcel with 65 feet of frontage and 15 feet of depth.**

**Generally speaking, all of the land is a part of old Dudley Road, lying between the abutters' land and Bayfield Road. The properties should be sold to the abutters, subject to the utility easements therein.**

**The Finance Committee recommends the approval of the article.**

**Article 16.** To see if the Town will vote to authorize the Board of Selectmen to sell or otherwise dispose of a parcel of land, subject to easement for water line purposes, as shown on a plan entitled, "Plan of Land in Wayland, Mass. Showing Proposed Land Transfer and Easement for Water Line Purposes, Dated Dec. 14, 1967, Wayland Engineering Department"; or take any action relative thereto.

**This article provides for the transfer to Mathew A. Branagan of a parcel of land with an area of 1,509 sq. ft., lying southerly of property owned by him facing on Dudley Road, as reconstructed. It represents the land lying between the building at No. 43 and the road itself.**

**The Finance Committee recommends the approval of the article.**

**Article 17.** To see if the Town will vote to authorize the Board of Selectmen to purchase, take by eminent domain, gift or otherwise, for drainage purposes, an easement over land of Renato and Annette Faini, as shown on a plan entitled, "Plan of Land in Wayland, Mass., Showing Drain Easement for Dudley Road, Dated Dec. 12, 1967, by Wayland Engineering Department"; and raise and appropriate a sum of money therefor; or take any action relative thereto.

**This is the final article in connection with the recent rebuilding of Dudley Road. It provides for the acquisition of a drain easement, 20 feet wide by 73 feet in length, over low-lying land located at the foot of Dudley Road, between the road and Dudley Pond.**

**The Finance Committee recommends the approval of the article.**

**Article 18.** To see if the Town will vote to accept as a Public Town Way and to construct a relocation of a portion or portions of the road known as Oxbow Road, beginning at a point about 300 feet southwesterly from the southerly intersection of Campbell Road with Oxbow Road and extending northeasterly about 1,500 feet from that point to the U. S. Government Nike site, as laid out by the Board of Selectmen

and as shown on plans on file with the Town Clerk; to authorize the Board of Selectmen to acquire the necessary land, including easements for drainage and slope, by purchase, gift, eminent domain or otherwise; to appropriate and assess a sum of money for the acquisition of such land, or any portion thereof, the construction of such way and for other costs in connection therewith; or take any action relative thereto.

**The Town is presently embarked on the job of relocating and rebuilding Oxbow Road throughout its entire length. The work was started at the Concord Road intersection and has progressed westerly and been completed for a distance of about 1,000 feet, and funds have been appropriated for an additional 200 feet. It is now proposed by the Highway Department that the next piece of construction be from Campbell Road northerly about 1,500 feet to the Nike site, connecting at the southerly end with the portion which was built in connection with the development of a subdivision. The total cost of this portion of the job will be something in the vicinity of $25,000, and would be done under the existing Town road improvement program on which the Town regularly has been spending in the neighborhood of $15,000 to $17,000 a year. The Highway Department contemplates doing the job over a two-year period and would need about $17,000 to do the initial sub-grading and the installation of the first coat of surfacing. Upon subsequent completion of the road to the Nike site, it is contemplated that the work would be resumed between the Nike site and Concord Road.**

**The Finance Committee recommends the approval of the article.**

**Article 19.** To see if the Town will vote to accept as a Public Town Way a road known as Joyce Road, or a portion or portions thereof, as laid out by the Board of Selectmen and as shown on a plan on file with the Town Clerk entitled, "Plan of Land in Wayland, Mass., Showing a Portion of Joyce Road, dated January 22, 1968, Wayland Engineering Department"; and to authorize the Board of Selectmen to acquire the necessary land, including easements for drainage and slope, by purchase, gift, eminent domain or otherwise; to appropriate and assess a sum of money for the acquisition of such land or any portions thereof and for the construction of said road or portions thereof; or take any action relative thereto.

**This article was submitted by the Planning Board, and it arises out of a decision to make Joyce Road a through way from School Street to North Main Street. The road was originally laid out as Potvin Place on the Keith Road subdivision plan, as future access to open land to the east. That land has now been developed as an extension of Joyce Road. The Planning Board has renamed Potvin Place as a portion of Joyce Road, and recommends its construction. The length of the piece of road involved is about 300 feet, of which 100 feet has been constructed privately, leaving 200 feet to be developed by the Town. The Selectmen will hold a hearing. The article provides for the necessary taking and for the construction of the road at a cost of about $4,000.**

**The Finance Committee recommends the approval of the article.**

**Article 20.** To see if the Town will vote to authorize the Board of

Selectmen to purchase, take by eminent domain, gift or otherwise, easements for water purposes over a parcel of land at Meadow View Road, as shown on a plan entitled, "Plan of Land in Wayland, Mass., Showing Proposed Water Easements," dated Dec. 15, 1967 by Wayland Engineering Department; and to appropriate a sum of money from Available Funds therefor; or take any action relative thereto.

**This article deals with easements for use of the Water Department, over land in the Edison Company easement area, located beneath their high tension power line, which is north of Meadow View Road between that road and the Town's new well site. The Water Department has been having conversations with the Edison Company, preparatory to the installation of the Town's new well. So as not to interfere with, and in order to avoid the footings of, the Company's proposed additional line towers, it is going to be necessary to rearrange the easements for water mains and access, by widening the present easement for installation of the main, and providing an additional easement for the access driveway.**

**The Finance Committee recommends the approval of the article, with an appropriation of $10.00.**

Article 21. To see if the Town will vote to accept as Public Town Ways, the following roads:

(1) Barney Hill Road, as shown on a plan entitled, "Subdivision of Land in Wayland Mass. Owned by Estate of MacLaurin," dated February 12, 1960 by MacCarthy Engineering Service, Inc.;

(2) Holiday Road, as shown on a plan entitled, "Holiday Homes Subdivision Plan of Land of Wayland Bay Colony Associates Inc. off East Road in Wayland, Mass.," dated May 3, 1961 by MacCarthy Engineering Service, Inc.;

(3) East Road, from station 1+0 to station 5+0, as shown on a plan entitled, "Holiday Homes Subdivision Plan of Land of Wayland Bay Colony Associates Inc. off East Road in Wayland, Mass.," dated May 3, 1961 by MacCarthy Engineering Service, Inc.;

(4) Morrill Drive, as shown on a plan entitled, "Subdivision Plan of Land on West Plain Street in Wayland, Mass.," dated July 16, 1962, by Everett M. Brooks Company;

(5) Lake Road Terrace from station 0+0 to 3+16.25 as shown on a plan entitled, "Subdivision Plan of Land on West Plain Street in Wayland, Mass.," dated July 16, 1962 by Everett M. Brooks Company;

(6) Aqueduct Road, from station 0+25 to station 8+44 as shown on a plan entitled, "Loker Manor Sec. III Subdivision of Land of Edna Phylis off School Street in Wayland, Mass." dated June 13, 1961 by MacCarthy Engineering Service Inc.;

or any of them, or portions thereof, as laid out by the Board of Selectmen, and to authorize the Board of Selectmen to acquire any necessary land or interests therein by deed, gift, eminent domain or otherwise without any appropriation of money for further construction of such roads under the Betterment Act; or take any action relative thereto.

**This is the annual article providing for the acceptance as Public Town Ways of roads which have been built by developers, in accordance with the Town's specifications, and on which the work has been completed to the satisfaction of the Planning Board, the Highway Department, the Water Department and the Engineering Department. The detailed story with respect to these roads is as follows:**

**(1) The section of road involved is 2375 feet of Barney Hill Road running westerly from the intersection of Barney Hill Road with Country Corners Road;**

**(2) This involves the acceptance of Holiday Road for its entire length of 1200 feet, the road lying off East Road;**

**(3) This covers 400 feet of East Road from Concord Road westerly;**

**(4) This covers acceptance of Morrill Drive running southwesterly from West Plain Street for a distance of about 1200 feet;**

**(5) This covers 316 feet of Lake Road Terrace, easterly and westerly from its junction with Morrill Drive;**

**(6) This acceptance covers 800 feet of Aqueduct Road running easterly from School Street.**

**The Finance Committee has checked with the Boards involved and is satisfied that all proposed pieces of road are ready for acceptance.**

**The Finance Committee recommends the approval of the article.**

**Article 22.** To see if the Town will vote to accept as a Public Town Way, the relocation of a portion of the road known as Alpine Road, as laid out by the Board of Selectmen, and as shown on a revised plan on file with the Town Clerk entitled, "Plan of An Addition to Alpine Road, Wayland, Mass., October 18, 1967, Wayland Engineering Department," including easements for slope; to appropriate and assess a sum of money for the acquisition of such land, or any portion thereof, and for any costs in connection therewith; or take any action relative thereto.

**This article is inserted at the suggestion of the Planning Board. After the original layout of Alpine Road, pursuant to Article 26 of the 1967 Annual Meeting, it was concluded that provision should be made for a 50-foot, rather than a 40-foot, road layout from Sherman Bridge Road through to the proposed school site, and that there should be an improvement of the curve at the Sherman Bridge entrance to Alpine Road.**

**The additional layout is entirely on land now owned by the Town. The water line has been installed, but before the construction work starts, it is desirable that this additional widening of the roadway be provided for.**

**The Finance Committee recommends the approval of the article.**

**Article 23.** To see if the Town will vote to accept as a Public

Town Way, and to construct the section of the road known as Hawthorne Road for a distance of about 1700 feet easterly from Old Connecticut Path as laid out by the Board of Selectmen as shown on a plan on file with the Town Clerk entitled, "Plan and Profile of Proposed Layout Hawthorne Road, dated October 10, 1967 and Prepared by MacCarthy Engineering Service, Inc."; to authorize the Board of Selectmen to acquire the necessary land, including easements for slope and drainage, by purchase, gift, eminent domain or otherwise; to appropriate and assess a sum of money for the acquisition of such land or any portion thereof, the construction of such way, and for other costs in connection therewith, with betterments to be assessed under the Betterment Act; or take any action relative thereto.

**This article has been inserted in the Warrant on the petition of the residents of Hawthorne Road, looking to the reconstruction of Hawthorne Road from Old Connecticut Path easterly for a distance of about 1700 feet. It contemplates that the work would be done under the Betterment Act, the cost being shared 50% by the Town and 50% by the abutters. It will involve the taking of land, the installation of water pipes in various stretches, and the complete reconstruction and surfacing of the road. The road serves as a major entrance to an area which would benefit very greatly from a development such as is here proposed.**

**On this road, there are 23 existing houses, with the possibility of five additional being built, and there are a number of other houses which front on other streets, but which back up to this road. The estimated cost of installing the necessary water line and connections comes to $7,200, and the current rough figure for the reconstruction of the road amounts to $34,000. No estimates have yet been prepared with respect to the cost of land to be acquired, although in general, the Town expects abutters where betterments are involved to contribute the land necessary for the normal widenings.**

**At the Dudley Pond end, the proposed road layout is over land now owned by the Town. Arrangements should be worked out with the abutters to acquire the Town land which lies between the road and their holdings, so as to improve their lots and make them participants in the betterment project. The Finance Committee, therefor, feels that the acceptance of the proposed layout should be divided into two parts, the first extending through the intersection with Beech Road and the second from that point to the end. There will be ample time before the work reaches this point to effect the proper changes in ownership.**

**The Town is already obligated to spend this year such betterment funds as may be available on Alpine Road; nevertheless, it seems desirable to the Finance Committee that the initial steps of making a taking should be undertaken at this time.**

**The Finance Committee, therefor, recommends the approval of the acceptance as a Town way of 1460 feet of the road, and the appropriation of a token amount of $1,000 to get the project under way.**

**Article 24.** To see if the Town will vote to accept as a Public Town Way, the relocation of a road known as Beech Road, as laid out

by the Board of Selectmen and as shown on a plan on file with the Town Clerk; to authorize the Board of Selectmen to acquire the necessary land, including easements for drainage and slope, by purchase, gift, eminent domain, or otherwise, to appropriate and assess a sum of money for the acquisition of such land, or any portion thereof, and the reconstruction of street; or take any action relative thereto.

**This article is inserted in the Warrant by the Selectmen, looking to the layout and rebuilding of Beech Road as a Town project between the proposed redeveloped Hawthorne Road and Lakeshore Drive. The total distance is about 250 feet and it is only through this street that Hawthorne Road can be properly drained to Dudley Pond. The ultimate construction of this road will provide a highly desirable connection from Hawthorne Road to a portion of Lakeshore Drive in substitution for the narrow and dangerous road around the horseshoe point on this road overlooking Dudley Pond.**

**The Finance Committee feels that the layout and takings should be done at this time, but that since the work on Hawthorne Road at this point will probably not be undertaken for a year or two, there be no current appropriation made for construction, only an amount for layout engineering and takings.**

**The Finance Committee recommends the approval of the article and the appropriation of $900.00 for preliminary work.**

**Article 25.** To see if the Town will vote to accept as a Public Town Way, and to construct the section of the road known as Algonquin Path and Park Lane for a distance of about 800 feet easterly from Maiden Lane, as laid out by the Board of Selectmen as shown on a plan on file with the Town Clerk, entitled, "Plan of Land in Wayland, Mass., Showing Proposed Layout of Park Lane and Algonquin Path, dated January 12, 1968, Wayland Engineering Dept."; to authorize the Board of Selectmen to acquire the necessary land and easements, including easements for slope and drainage, by purchase, gift, eminent domain or otherwise; to appropriate and assess a sum of money for the acquisition of such land or any portion thereof, the construction of such way, and for other costs in connection therewith, with betterments to be assessed under the Betterment Act; or take any action relative thereto.

**This article is inserted in the Warrant as the result of a petition for the reconstruction of Park Lane and Algonquin Path for a distance of 800 feet easterly from Maiden Lane, the work to be done under the Betterment Act, by which the abutters would pay one-half of the cost and the Town would pay the other half.**

**There are eight houses involved and three additional sites on which building might take place. It is estimated that the job will cost about $16,000 for the construction of the road and $2,000 for the lowering of the water line.**

**This is one of three pending betterment jobs on which the Town is being asked to take action. On Alpine Road, off Sherman Bridge Road, the Town has already made the takings and installed the water lines, and in the opinion of the Finance Committee the Town should proceed with the road reconstruction there before any other job is undertaken. Under a previous article, the Town has been asked to embark on the reconstruction of Hawthorne Road, which will involve**

**work on about 1700 feet of road.**

**In view of the priorities, Alpine Road should be finished first, Hawthorne Road second, and Park Lane, etc., third. Under these circumstances, the Finance Committee recommends that only the taking preparatory to the building of the road be done this year, and that the matter of actual construction be deferred until the other jobs have been completed.**

**The Finance Committee, therefor, recommends the approval of the article with respect to the taking, only, at this time.**

**Article 26.** To see if the Town will vote to authorize the Board of Selectmen to purchase, or take by eminent domain, gift, or otherwise for Town Building purposes, the parcel of land at 11 Millbrook Road, Wayland, shown as land of William N. and Sandra Hoagland on Plate 23 of the Town Atlas with an area of about 20,780 square feet and to raise and appropriate a sum of money therefor; or take any action relative thereto.

**This article is inserted in the Warrant on the initiative of the Selectmen, with a view to acquisition by the Town of the parcel of land and buildings thereon, located at No. 11 Millbrook Road, adjacent to the parking lot behind the Town Building. The parcel contains 20,780 sq. ft. It is the last remaining property between the brook, Cochituate Road and Millbrook Road still in private hands for which the Town has any need, all the rest having been acquired at one time or another. There is every expectation that when the independent police study is received, sometime in the first six months of 1968, one of the primary recommendations will be for larger quarters for the Police Department. In all probability, this will involve an addition on the present building, making necessary the enlargement of the parking lot in the only direction in which it can be extended, i.e., to the east over the site involved.**

**The Town is having an appraisal made and the Finance Committee, subject to the Town's being able to obtain the property at a satisfactory price, proposes to recommend at the Annual Meeting that the Town acquire the property.**

**Article 27.** To see if the Town will vote to authorize the Board of Selectmen to lease from year to year, with an option to purchase, or to acquire by purchase, gift or otherwise, for recreational and/or automobile parking purposes, all or any portion of the land with the buildings thereon on Main Street, Cochituate, shown as land of Hannah Williams Playground, Inc. on Plate 51D of the Town Atlas, with an area of about 8/10 acres; and to raise and appropriate or transfer a sum of money therefor; or take any action relative thereto.

**This article is inserted in the Warrant, looking to the acquisition by the Town of the Hannah Williams Playground site on North Main Street, Cochituate. The Town now has the property under lease at $1,000 a year and has an option to purchase at $20,000. At the time arrangements were made for the lease, it was fully explained to the Town that under an overall program, the properties on the easterly side of Main Street would be acquired preparatory to installing**

sufficient parking to assist in relieving the traffic and to provide for a permanent open park space at Cochituate Center.

The balance of the property needed having been purchased, it seems desirable to proceed with the completion of the project, the next step for which would be the actual exercise of the option. The Hannah Williams Trustees are devoting all of the proceeds for scholarships in the Wayland school system.

The Finance Committee recommends the purchase of the property.

Article 28. To see if the Town will vote to appropriate and assess a sum of money for the construction and installation of a catch basin in Lake Shore Drive about 100 feet southerly from the intersection of Sunset Path; or take any action relative thereto.

This article has been inserted in the Warrant, looking to the improvement of the drainage of Lake Shore Drive near Sunset Path. It calls for the installation of a catch basin in Lake Shore Drive which, together with improved grading, should alleviate severe flooding in this area.

Under Chapter 40 Section I of the General Laws, upon petition of abutters, the Town may do such work in a road or street which has been open to public use for over fifty years. This is a road which is a private way and has not been accepted by the Town, although it has been in public use for the required length of time. The installation of the catch basin should be followed by the installation of a drain, and the Town will investigate the proper manner of handling this during 1968. Any installation made now should be done with the future reconstruction of Lake Shore Drive in mind.

The Finance Committee recommends the approval of the article, and the appropriation of $500.

Article 29. To see if the Town will vote to raise and appropriate a sum of money for the construction of a gravel walk along a section of Stonebridge Road, and to take all land necessary, together with slope, easements, etc. as shown on a plan entitled, "Plan of Land in Wayland, Mass., Showing Proposed Walk Location on Stonebridge Road dated Jan. 15, 1968 by Wayland Engineering Dept."; or take any action relative thereto.

This article is inserted in the Warrant at the request of the Selectmen and in accordance with a plan which they have had made by the Engineering Department, it appears that a narrow footpath could be constructed and surfaced on the southerly side of Stonebridge Road for a distance of about 800 feet westerly below Connecticut Path. Since most of the residences are on the northerly side of the street, it would involve a double crossing of Stonebridge Road if it were to be used by students walking to the school. A count has been made of the traffic entering Old Connecticut Path from Stonebridge Road between the hours of 7:00 a.m. and 9:00 a.m., which indicates there are approximately 400 cars proceeding easterly and 90 westerly during a period when about 35 students are using the road itself as a sidewalk en route to school. The Highway Depart-

ment has reservations as to whether the job can be done at all suitably within the right of way available, and feels that the work should be deferred until the road itself is rebuilt and a sufficiently wide taking is made to permit the installation of a proper sidewalk.

Unless these two points of view can be reconciled and the necessary land deeded to the Town for the purpose of a proper installation, the Finance Committee feels that the article should be passed over at this time.

The Finance Committee will make a full report at the time of the meeting.

**Article 30.** To see whether the Town will vote to authorize the Board of Selectmen to petition the Massachusetts General Court for authority to transfer Lot 111 described on a plan entitled, "Compiled Plan of Land in Wayland, Mass., Showing Proposed Transfer of Town Land from Park Department to General — Recreation Purposes," dated November 20, 1967 by the Wayland Engineering Department, containing about 6,425 sq. ft., from the jurisdiction of the Park Commissioners to the jurisdiction of the Board of Selectmen for Recreation use; or take any action relative thereto.

Over a period of years, the Town has acquired for one purpose or another a number of Lots near the junction of Mansion Road and Lake Shore Drive. One of the pieces stands in the Town's name, restricted to Park use. In order that there may be an orderly disposition of the lots, after retaining the shore frontage for the use of the Town, it will be necessary for the Selectmen to receive authorization from the Legislature to handle the land as the Town sees fit. This calls for a petition to the Legislature to transfer Lot 111 from the jurisdiction of the Park Commissioners to that of the Board of Selectmen.

The Finance Committee recommends the approval of the article.

**Article 31.** To see if the Town will vote to authorize the Board of Selectmen to amend the existing Rules and Regulations for the use of Dudley Pond, and to establish the following Rules and Regulations for the use of Dudley Pond, subject to the approval of the Division of Motorboats of the Commonwealth of Massachusetts:

1. To delete rules 1, 2, and 3 as the same were authorized by vote of the Adjourned Town Meeting, held March 28, 1962, and to insert in place thereof, the following Rules and Regulations:

    1. All motorboats must be certified and registered with the Commonwealth of Massachusetts, Division of Motorboats.

    2. In all weathers from sunset to sunrise, every motorboat shall carry and exhibit the following lights — with no exceptions or substitutions:

        a. A bright white light aft to show all around the horizon.

        b. A combined lantern in the fore part of the vessel and lower than the white light aft — showing green to starboard and red to port — so fixed as to throw the light from right ahead to two points abaft the beam on their

respective sides.

3. Every motorboat shall be provided with an efficient whistle or other sound-producing mechanical appliance.
4. Every motorboat shall carry at least one Coast Guard approved life preserver or ring buoy — for each person on board, so placed as to be readily accessible.
5. The exhaust of every internal combustion engine or any motorboat shall be effectively muffled by a muffler or underwater exhaust.
6. No persons shall operate any motorboat on the waters of the Town of Wayland while he is under the influence of intoxicating liquor, narcotic drug, barbiturate or marijuana.
7. No person shall operate any motorboat on the waters of the Town of Wayland or manipulate any water skis, surfboard, or similar device thereon in a negligent manner so that the lives or safety of the public might be endangered — or unless there is in such motorboat a person in addition to the operator in a position to observe the person or persons being towed, and unless such motorboat is equipped with a ladder, steps or similar means by which any person being towed can be taken from the water.
8. All motorboats must be operated at a safe distance to prevent their wash from being thrown into or causing excessive rocking to other boats, floats, rafts, or bathing beaches. The operator of the boat shall be responsible for compliance herewith.
9. Where the operator's vision is obscured, on bends and curves, motorboats shall be operated at no more than headway speed, the slowest speed at which a motorboat may be operated and maintain steerage way, but in no case to exceed 6 (six) miles per hour.
10. No motorboat or canoe propelled by motor power shall travel faster than a speed that is reasonable and proper under existing conditions.
11. No boat or canoe propelled by motor power shall tow another (except in an emergency).
12. Sailing boats and other non-mechanically propelled vessels shall have the right of way over mechanically propelled vessels, except when overtaking.
13. The operator of any motorboat involved in a boating accident shall file, with the Division of Motorboats, a full description of such boating accident, within five (5) days or if death results from such accident, within forty-eight (48) hours.
14. No boat or skier shall be allowed to pass within 150 feet of floats, rafts, etc.
15. Each motorboat shall tow one skier only.
16. When a non-powered vessel is in a narrow strait, motor driven boats must veer away.
17. Water Skiing tow ropes shall be limited to 60 (sixty) feet.
18. Headway speed only shall be maintained from 30 minutes after sunset and 30 minutes before sunrise.

2. Penalty; any person violating any such Rules and Regulations,

shall for each offense, be punished by a fine of 20 dollars ($20.00); or take any action relative thereto.

**This article is inserted in the Warrant by the Selectmen upon petition to them of a number of residents and users of Dudley Pond. It is designed to authorize the Selectmen to establish a more comprehensive set of Rules and Regulations for the use of Dudley Pond than were previously authorized by vote of the Town Meeting in 1962. The aforesaid proposed Rules and Regulations have been submitted to the Division of Motorboats of the Commonwealth of Massachusetts, and have been tentatively approved.**

**The Finance Committee recommends the approval of the article.**

**Article 32.** To see if the Town will vote to authorize the Board of Selectmen, with the approval of the Town Counsel, to sell and convey to the abutters, the parcel of land, or any portion thereof, as shown on Plan of Land entitled, "Plan of Land in Wayland, Mass., Formerly Owned by Hurley on Lake Shore Drive, dated December 15, 1967 by Wayland Engineering Dept."; or take any action relative thereto.

**This article provides for the disposition of a portion of the Hurley property, which was acquired by the Town to secure additional frontage on Dudley Pond and for the ultimate widening of Lake Shore Drive. The total area, including the portion to be retained by the Town, now carries an assessment of $500. Under the article, it is now proposed to dispose of the rear portion of the property by selling a portion of it (Lot 57A — 4,802 sq. ft.) to the owners of the contiguous property on the westerly side, Walter J. and Barbara Richard, and the other portion (Lot 58A — 4,906 sq. ft.) to the abutter on the easterly side, Eva M. Gately.**

**The Selectmen are in the process of having an appraisal made, which would form the basis on which a price would be set. The Finance Committee is in favor of this sale and will make further recommendation as to price, at the time of the Annual Town Meeting.**

**The Finance Committee recommends the approval of the article.**

**Article 33.** To see if the Town will vote to sell and convey to Frank S. and Barbara Tarr a parcel of land as shown as Lot 107, Plate 46D, of the Town Atlas, containing approximately 5,771 square feet; or take any action relative thereto.

**This article is inserted in the Warrant to see if the Town would be willing to sell to Selectman Frank S. Tarr a lot of land acquired under Article 28 of the 1935 Annual Meeting facing on Mansion Road and contiguous to other property owned by him. This property was originally acquired to provide additional space for the Dudley Pond beach, prior to the development of the Lake Cochituate beach. The Dudley Pond beach has since been closed and the land is no longer necessary for the purpose for which it was acquired.**

**The lot has but 5,771 square feet of area and 55 feet of frontage and as such does not qualify as a building lot. The Town will have an appraisal made and if a satisfactory price in relationship to the**

**appraisal can be arranged, it would be in the interests of the Town to get the property back on the tax roll and have it maintained by an abutter.**

**The Finance Committee will make a recommendation at the time of the meeting.**

**Article 34.** To see if the Town will vote to authorize the Board of Selectmen to purchase or take by eminent domain, gift, or otherwise, for Highway purposes, the parcel of land at Cross Street, so-called, Cochituate, shown as land of Rupbert F. Doyle on Plates 47A and 47C of the Town Atlas, with an area of about 0.8 acre; and to raise and appropriate a sum of money therefor; or take any action relative thereto.

**This article is inserted in the Warrant at the suggestion of the Selectmen, and calls for the acquisition of the Doyle property, consisting of a point of land about 0.8 acres, assessed at $600, projecting into Dudley Pond off Doran Road at its junction with Cross Street. Although it would be possible to use the land as a building lot, under certain tight restrictions, it is felt that this property should be acquired by the Town as a way to the water from Doran Road for residents seeking to use Dudley Pond.**

**The owner is willing to sell. The Town is obtaining an appraisal and if an agreement can be worked out at a reasonable price, in advance of the meeting, the Finance Committee feels that the property should be acquired.**

**The Finance Committee recommends the approval of the article.**

**Article 35.** To see if the Town will vote to authorize the Board of Selectmen to purchase or take by eminent domain, gift, or otherwise, for Highway purposes, the parcel of land with buildings thereon, at 49 Sycamore Road, Lot No. 141, Cochituate, shown as land of Rose White on Plate 42D of the Town Atlas, with an area of about 5,300 square feet; and to raise and appropriate a sum of money therefor; or take any action relative thereto.

**This and the following two articles provide for the acquisition of property on which there now exists dilapidated, run-down, vacant buildings which, in all probability, will never again be occupied by the present owners. A portion of land is needed from each of the three properties, either for the immediate widening of roads about to be constructed, or for the improvement of roads in the future. In view of all the circumstances, it appears desirable to acquire them all at this time.**

**This, the first article, provides for the acquisition of property carrying an assessment of $200 for the land and $600 for buildings. The owner is in a rest home. An appraisal is being obtained and on the basis of the report which will accompany it, the Finance Committee will make a more detailed recommendation at the time of the Town Meeting.**

**The Finance Committee recommends the approval of the article.**

**Article 36.** To see if the Town will vote to authorize the Board of

Selectmen to purchase or take by eminent domain, gift, or otherwise, for Highway purposes, the parcel of land with buildings thereon, at 20 Sycamore Road, Lot 154 and part of Lot 153, Cochituate, shown as land of Alphonse Lupien on Plate 46B of the Town Atlas, with an area of about 11,150 square feet; and to raise and appropriate a sum of money therefor; or take any action relative thereto.

**The previous article carries the general story, in connection with the proposed acquisition of this property. The property is very dilapidated, carries an assessment of $400 on the land and $1,000 on buildings, and the owner is on Veterans' Benefits and is now in a nursing home. Based on the appraisal which is being made for the Town, the Finance Committee will make its recommendation at the time of the meeting.**

**The Finance Committee recommends the approval of the article.**

**Article 37.** To see if the Town will vote to authorize the Board of Selectmen to purchase or take by eminent domain, gift, or otherwise, for Highway purposes, the parcel of land with buildings thereon at 52 Hawthorne Road, Lot No. 106, Cochituate, shown as land of Bessie L. and Alice G. Leary on Plate 42D of the Town Atlas, with an area of about 8,125 square feet; and to raise and appropriate a sum of money therefor; or take any action relative thereto.

**The second previous article gives the general story. This property is assessed at $400 on the land and $1,000 on the building. The present owner is now in Westboro and the city of Cambridge has a lien on the property for advances made for the owner's support. The Town is in the process of ascertaining the amount of the lien, and simultaneously is having an appraisal made. A portion of the property will be needed for the betterment proposal covering Hawthorne Road, being proposed in this year's Warrant. The Finance Committee will make a further report, following receipt of the appraisal.**

**The Finance Committee recommends the approval of the article.**

**Article 38.** To see if the Town will vote to appropriate and assess a sum of $7,500.00 for the hiring of a professional Recreation Director on a full-time basis; or take any action relative thereto.

**At the Annual Town Meeting in March 1968, a new five-person Recreation Park and Cemetery Board will be elected. The Personnel Board has written a schedule of qualifications for the individual who will direct the operation of the newly combined department, and a proposed salary scale. The Finance Committee feels that any further action on this matter should be deferred until the new Board has had an opportunity to define its personnel requirements.**

**The Finance Committee does not recommend the approval of the article.**

**Article 39.** To see if the Town will vote to transfer to school purposes a parcel of Town Land designated as Lot B on a plan entitled, "Plan of Land in Wayland, Mass., Owned by Alpha E. Nichols, dated September 3, 1954, by Irving Rosenblatt"; or take any action relative

thereto.

**This and the following article provide for the transfer to the School Department for school purposes of two tracts of land which are now in Town ownership and which, quite properly, should be combined with the land lying behind the Highway Garage and north of East Plain Street, originally purchased for the future use of the School Department as a junior high school site.**

**This first article deals with the lot having frontage on North Main Street of about 180 feet, and an area of about two acres. It would ultimately provide for a road entrance, or egress, from the school site property, of about 29 acres in the rear. It was initially acquired and used for a Town dump.**

**The second (next) article provides for the transfer to the School Department of Town-owned land located adjacent to the southeast corner of the same school site. The land consists of two parcels, one of 7.95 acres and the other of 15,046 square feet. They were originally acquired by the Town at no cost from the builder of the adjacent development. Quite properly, the land belongs with the school site.**

**The Finance Committee recommends the approval of the article.**

**Article 40.** To see if the Town will vote to transfer to school purposes, a parcel of land shown as Lots 1 through 5 on a plan entitled, "Plan of Land in Wayland, Mass., Dated July 3, 1956, by R. J. Schultz, Recorded as Plan 623 of 1957, Deed Recorded in Book 8945 Page 337"; or take any action relative thereto.

**The story covering this article is as outlined under the previous article.**

**The Finance Committee recommends the approval of the article.**

**Article 41.** To see whether the Town will appropriate a sum of money for the purpose of planning, constructing, renovating, or enlarging new or existing school facilities in the Town; or take any action relative thereto.

**This article has been inserted in the Warrant at the request of the School Committee, with a view to obtaining approximately $170,000 for the preparation of plans and specifications for a new so-called middle school to replace the existing Junior High School. The proposed building would be for 1100 pupils and the architects have furnished a cost estimate of $4,000,000.**

**The Finance Committee has reviewed the proposal and a number of alternatives with the School Committee and the School Building Committee and has come to the conclusion that it cannot support the School Committee's plan. There are alternative arrangements which are less expensive and which make more sense.**

**The Finance Committee will be prepared at the time of the meeting to set forth fully the reasoning by which it has reached its conclusions.**

**Article 42.** To see if the Town will vote to authorize the Park and Recreation Commissioners to expend a further sum of money on Phase A, B and/or C of the Recreational Plan for Cochituate Ball Field; or take any action relative thereto

**The Park Commissioners recommended at the 1966 Annual Meeting, a program for the improvement and development of the Cochituate Ball Field area, divided into three phases, A, B and C, at then estimated costs of $37,925, $18,755 and $29,560, respectively, or a total of $86,240. The Town appropriated the initial amount estimated for Phase A, $37,925, but ordered its expenditure held until further release by Town vote. At the 1967 Annual Meeting, there was a switch made and the Town released the funds, but solely towards the cost for the B and C phases, which together called for $48,315.**

**The Commission has spent, or contracted for, approximately $18,600 worth of the work, leaving a balance still available to them of $19,300. The work still to be done, which includes the work on two ball fields, lights to cover the entire area, and the attendant architects' fees, now comes to $42,800. The Commission, therefor, needs $23,500 to complete the work on Phases B and C. The whole matter of the construction of a hockey rink and tennis courts, as called for in Phase A of the original study, is being deferred by the department until the work on Phases B and C has been completed.**

**The Finance Committee recommends the approval of the article and the appropriation of $23,500.**

**Article 43.** To see if the Town will vote to raise and appropriate a sum of money for further expansion of the Town Beach and the construction of a new Beach House, said appropriation to be expended under the direction of the Park and Recreation Commission; or take any action relative thereto.

**This article is inserted in the Warrant by the Park Commissioners, with a request for an appropriation of $15,000 towards the construction of a Beach House at Lake Cochituate, which it would be hoped could be built two years hence.**

**A suitable building will cost no less than $30,000 and it was therefor felt that money should be accumulated for the building over a two-year period. The Park Department has been following an overall master plan for the development of the beach area, prepared by landscape architects, Shurcliff & Merrill.**

**The Finance Committee has reviewed the matter and feels that with a new board being elected in March of 1968, as a result of the consolidation of the Recreation, Park, Tree and Cemetery Departments, any substantial appropriation should await a review of the existing plans by the new Commissioners, and that a recreational expenditure request of this amount could be deferred until next year, in view of the rather large appropriation of $23,500 recommended this year for the rebuilding of the ball field. However, it feels that sufficient funds should be made available so that the new board can go forward with preparation of such plans as seem desirable.**

**The Finance Committee recommends the appropriation of $2,000**

**for the preparation of plans for the construction of a new Beach House.**

**Article 44.** To see if the Town will vote to raise and appropriate a sum of money for the construction of four additional tennis courts at the Wayland High School, said appropriation to be expended under the direction of the Park and Recreational Commissioners; or take any action relative thereto.

**This article is inserted in the Warrant at the request of the Park Commissioners, its approval would call for an appropriation of approximately $24,000. The courts, themselves, would cost about $4,000 apiece, lighting $6,000, and architects' fees something less than $2,000.**

**There are now at the High School four tennis courts, but without lighting. Although apparently adequate for school use, including instruction, their use is such that they are not available for the general public much of the time during the school year, and since the school use has priority, the overall situation is anything but satisfactory to those wishing to use the courts.**

**The Finance Committee, after looking into the matter, feels that the construction of any new courts should await the construction of a proposed new school at the Junior High site in Cochituate, since the costs could be included in any overall building program and the Town thereby could benefit through the 40% reimbursement provision under which new school facilities are built. By being included in a new school development, adequate lighting could be provided and parking space arranged for.**

**The Finance Committee does not recommend the approval of the article.**

**Article 45.** To see if the Town will vote to spend approximately $25,000 in 1968 to construct six (6) new tennis courts.

**This article has been inserted in the Warrant at the request of thirteen petitioners. It seeks to accomplish the same purpose as the previous article, although there is nothing specific as to location and no provision made for lighting and/or parking.**

**As previously indicated, the Finance Committee feels that this matter should wait on a decision of the construction of a new school building on the Cochituate Junior High site.**

**The Finance Committee does not recommend approval of the article.**

**Article 46.** To see if the Town will vote to direct that the fee for residents' seasonal use of the beach facilities be established at $1.00 per person or $5.00 per family, whichever sum is less, during 1968.

**At the request of 22 petitioners, this article has been inserted in the Warrant, seeking to establish a definite fee schedule for use of the beach facilities, in lieu of the present method of voluntary fees**

for such privileges. The article would make mandatory a charge of $1.00 per person per season, or $5.00 per family, whichever was less.

The townspeople users of the beach have been contributing generously, but there is real merit in making the charge uniform and although there has been some doubt in the past as to the Town's right to make a mandatory charge, the Town Counsel has advised the Finance Committee, after reviewing the matter, that a fixed fee could be readily defended.

The Finance Committee, therefor, recommends the approval of the article.

**Article 47.** To see if the Town will vote to direct that the Town Beach at Lake Cochituate be open to residents of Wayland from Memorial Day to Labor Day staffed by lifeguards qualified by the Red Cross as Water Safety instructors.

This article has been inserted in the Warrant at the request of the required number of petitioners. It would direct the Park Department to open Lake Cochituate beach on Memorial Day, May 30, about three weeks in advance of the time when the beach is normally made available to the public. The opening has regularly been scheduled to immediately follow the closing of the schools in June. It takes about 10 days to two weeks to set up the various equipment for operation of the beach and the Park Department has had difficulty in hiring personnel, particularly life guards, sufficiently in advance to open on time. Since the life guards are all drawn from college or high school groups, there is no possibility of the beach being opened and operated by the Town prior to the Department being able to hire proper personnel.

The Finance Committee feels that if the beach were thrown open to the public on an unattended basis, the difficulties and annoyances to the adjacent residents would far outweigh the hardship occasioned by the non-availability of the beach on a limited number of warm days in early June.

It is suggested that the Recreation and Park Commissioners make every effort to open the beach as early as possible. In the meantime, after May 30th, it is further suggested that the parking space be made available before official opening but the beach be posted and the facilities used at the risk of the individuals.

The Finance Committee does not recommend the approval of the article.

**Article 48.** To see if the Town will vote to amend the Town By-Law relating to Zoning, as amended, by repealing that portion of the By-Law as found in Section IX, sub paragraph (e) starting with the words on line four "is hereby subdivided" and ending with line thirty-seven "not less than two hundred and ten feet on a street line" and substitute in its place the following:

"as shown defined and bounded on a second map accompanying this By-Law entitled 'Town of Wayland, Amendment to Zoning Map of 1934, March 1939,' dated and approved February 27,

1939, the Wayland Planning Board, as revised March 13, 1939, by said Board and on file with the Town Clerk; and the second map and the explanatory matter thereon, as so revised, "SHALL BE LAID OUT SO THAT ANY BUILDING LOT SHALL CONTAIN A MINIMUM OF 20,000 SQUARE FEET, WITH A 120 FOOT FRONTAGE ON ANY STREET LINE."

or take any action relative thereto.

**This article calls for a fundamental change in the Zoning By-Laws of the Town. It is inserted in the Warrant at the request of 22 petitioners. Whereas the By-Laws now provide for four Residence Zones, (1) 60,000 square feet — 210 foot frontage, (2) 40,000 square feet — 180 foot frontage, (3) 30,000 square feet — 150 foot frontage, (4) 20,000 square feet — 120 foot frontage, this article provides for the elimination of all zones in excess of 20,000 square feet — 120 foot frontage, and is Town-wide in its application.**

**The Planning Board will hold a hearing and will make a report to the Town on the occasion of the Annual Town Meeting.**

**Article 49.** To see if the Town will vote to re-zone the land on both sides of State Road East and State Road West to a depth of three hundred (300) feet on each side from the Weston-Wayland town line to the Sudbury-Wayland town line, from various residential, business, and commercial classifications to "Business District A"; or take any action relative thereto.

**This article is inserted in the Warrant upon the request of 15 petitioners. It seeks to re-zone all property facing on State Road East and State Road West, from the Weston line through to the Sudbury line. It would place all property 300 feet, both north and south of the road, in "Business District A," wiping out all other classification zones along the road, including two types of residential zones, industrial zone, roadside business zone and limited commercial zone.**

**The Planning Board will hold a hearing and will make a report to the Town on the occasion of the Annual Town Meeting.**

**Article 50.** To see if the Town will vote to re-zone the following described land from "Residential Zone" to "Limited Commercial Zone":

Plan of land in Wayland, Massachusetts by Everett M. Brooks Co., C. E., dated January 21, 1964, bounded and described as follows:

Beginning at a point on the southerly side of Commonwealth Road at land of Harold Smith, running easterly along Commonwealth Road for a distance of 1509.09 feet, more or less, to land of Louis Feccia, thence,

SOUTHERLY for a distance of 360 feet, more or less, to the Natick Town Line, thence

SOUTHWESTERLY along Natick town line 130 feet, more or less, to land of Massachusetts Turnpike Authority, thence

SOUTHWESTERLY along land of Massachusetts Turnpike Authori-

ty 494.07 feet, more or less, to land of Gebhardt, thence

WESTERLY to land of Gebhardt and MacGoun 313.85 feet, more or less, thence

NORTHWESTERLY along land of MacGoun and Smith 1030.59 feet, more or less, to the point of beginning.

Containing in area 18.22 acres, more or less; or take any other action relative thereto.

**This article is inserted in the Warrant at the request of 19 petitioners. It seeks to re-zone from a residential zone to a limited commercial zone an area of about 18.22 acres, owned by Walter E. and Theodore H. Johnson, lying directly south of Commonwealth Road and just west of the Wayland-Natick line, extending southerly to the Massachusetts Turnpike.**

**The Planning Board will hold a hearing and will make a report to the Town on the occasion of the Annual Town Meeting.**

**Article 51.** To see if the Town will vote to amend the Zoning By-Law by striking out Section V (r) and inserting a new Section V (r) in its place as follows:

(r) Where special permits by the Board of Appeals are required under this and other sections, the building inspector or other persons designated by the Selectmen to issue permits as hereinafter provided, shall issue no permit until so directed in writing. Upon application for such a permit, the Board shall give not less than seven (7) days public notice by publication in a newspaper and by mail to the applicant and to the owners of all property deemed by the Board as affected by such a permit, and shall hold a hearing and render a decision. The applicant shall show to the satisfaction of the Board that the use of the premises for which application is made SHALL BE IN THE PUBLIC INTEREST, SHALL NOT DEROGATE FROM THE CHARACTER OF THE NEIGHBORHOOD IN WHICH SUCH USE IS TO OCCUR, shall not be detrimental or offensive because of noise, vibration, smoke, gas, fumes, odor, dust or other objectional features, and that such use shall not otherwise be injurious to the inhabitants or their property, or dangerous to the public health or safety. When not so satisfied, the Board shall refuse a permit. When, in the opinion of the Board, such a permit may be granted if accompanied by conditions specially designed to safeguard the district and the Town, it shall impose such conditions and make them a part of the decision, and they shall be made a part of the permit issued by the building inspector, or other person designated by the Selectmen as hereinafter provided.

Submitted by the Planning Board of Appeals to strengthen paragraph V (r) by affording the Board of Appeals greater criteria upon which to base special permits, specifically that such permits would be in the public interest and would not derogate from the character of the neighborhood involved; or take any action relative thereto.

**The section here involved establishes criteria for the issuance of**

special permits by the Board of Appeals. The proposed change is to insert the additional phrase printed in capital letters in the article. Generally speaking, the principal effect of the amendment would be to change the present requirement that the Board find only that there will not be the specified harmful effects from granting the permit, by adding the additional requirement that the Board find that the granting of the permit will be affirmatively in the public interest. It also adds an additional specific negative requirement that the Board find that there will be no derogation from the character of the neighborhood.

The Planning Board will hold a hearing and will make a report to the Town on the occasion of the Annual Town Meeting.

**Article 52.** To see if the Town will vote to designate as "Future Fire Station Site" a portion of land shown as "Future Fire Station Site" on a plan on file with the Town Clerk entitled, "Plan of Land in Wayland, Mass. Showing Proposed Future Fire Station Site" dated December 5, 1967 by the Wayland Engineering Department; or take any action relative thereto.

This article is inserted in the Warrant at the request of the Planning Board and the chief of the Fire Department. It would provide for the designation of a portion of the Concord Road highway layout, located just north of the intersection with Sherman Bridge Road, as reserve for a future North Wayland Fire Station. No taking costs would occur, nor would there be any interference with the existing Concord Road. The only reason for designating the space would be to attempt to preclude any other disposition of the land by the County and Town.

The Finance Committee sees no objection to handling the matter in this way, but without any commitment on the part of the Town to the construction of such a station.

The Finance Committee recommends the approval of the article.

**Article 53.** To see if the Town will vote to convey an easement to the Boston Edison Company for the purpose of constructing and maintaining structures and wires for the transmission of electricity within, underground and over said easement shown as "Boston Edison Easement Area" on a plan on file with the Town Clerk entitled, "Plan of Land in Wayland, Mass., Showing Transmission Line and Access Easements," dated August 22, 1967 by Wayland Engineering Department, on condition that the Town be granted a right or license by the Boston Edison Company to use the "Town of Wayland Access Area," as shown on said plan for vehicular travel to and from the "Town of Wayland Sanitary Landfill," also shown on said plan; or take any action relative thereto.

This article is inserted in the Warrant at the suggestion of the Disposal Planning Committee, appointed under Article 15 of the March 1967 Annual Town Meeting by the Planning Board. It would provide public access from the Boston Post Road to the new landfill dump area, over the westerly side of Edison Company land (30 feet by about 1,000 feet). In turn, the article would also provide in exchange therefor that the Town would grant to the Edison Company

an easement over the east end of the Wayland Sanitary Landfill area.

The Finance Committee recommends the approval of the article.

**Article 54.** To see if the Town will amend Section 5 of Article 6 of the Town By-Laws, by striking out the words, "No person shall fire or discharge" and inserting in lieu thereof the words, "No person shall carry, or fire or discharge,"; or take any action relative thereto.

This article is inserted in the Warrant by the required number of petitioners. It seeks to strengthen the existing by-law limiting the use of firearms within the Town, by adding the words, "shall carry." At present, the firing or discharging of firearms requires permission of the owner of the land or, in the case of the Town-owned land, the Selectmen. The petitioners feel that the present by-law is difficult of enforcement and that the change would be beneficial.

The Finance Committee takes no position with respect to this matter.

**Article 55.** To see if the Town will vote to accept the provisions of the General Laws (Tercentenary Edition) Chapter 152, Section 69, as amended; or take any action relative thereto.

At present, the Workmen's Compensation Act insurance policy does not cover elected officials. Since a number of such Town officials are on a full-time basis, it seems only equitable that they be treated on the same basis as the full-time appointed employees. The adoption of this Act would make possible the inclusion by the Board of Selectmen of such persons under the Town's insurance. The Act specifically excludes Selectmen and members of the Police and Fire Departments.

The Finance Committee recommends the approval of the article.

**Article 56.** To see if the Town will vote to accept the provisions of the General Laws (Tercentenary Edition) Chapter 41, Section 99, as amended; or take any action relative thereto.

This article is inserted in the Warrant by the Police Department. Through its acceptance, a basis would be provided for mutual aid, at police level, similar to what we now have with the fire departments of adjacent towns. It provides a step by which the Town can make an improvement in its overall police protection in emergencies, or in special cases.

The Finance Committee recommends approval of the article.

**Article 57.** To see if the Town will vote to accept the provisions of the General Laws (Tercentenary Edition) Chapter 85, Section 11A, as amended; or take any action relative thereto.

This same article appeared in the Warrant for a previous Town Meeting, but lacking any specific interest it was passed over at that time.

**It provides for the registration of bicycles. The Youth Officer, following his appointment by the Selectmen, has concluded that this is a form of regulation which will be helpful to him in the administration of his office. The article has been inserted this time at his request.**

**The Finance Committee recommends the approval of the article.**

Article 58. To see what sum, if any, the Town will vote to transfer from available funds to meet any of the appropriations made under the foregoing articles

**The Finance Committee will make its recommendations with respect to this article at the time of the Annual Meeting.**

And you are required to serve this Warrant by posting copies thereof, attested by you, at the Town Office Building, at the Cochituate Town Building, and at each Post Office in the Town, seven days, at least, before the time of holding said election.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk on or before March 4, 1968.

Given under our hands and seal this 15th day of February in the year of our Lord one thousand nine hundred and sixty-eight.

FRANK S. TARR,
GEORGE K. LEWIS,
JOHN R. McENROY,
*Selectmen of the Town of Wayland*

ROGER E. ELA,
C. PETER R. GOSSELS,
WILLIAM HYNES,
KATHERINE A. MARTIN,
ROBERT M. MORGAN,
JOHN S. STONEMAN,
JAMES D. WELLS,
*Finance Committee*

# REPORT OF THE FINANCE COMMITTEE

The Budget for the year 1968 as prepared and recommended to the Town by the Finance Committee comes to $4,873,000, which, in effect, is $519,000 more than last year. The Articles calling for an expenditure of money and having a direct bearing on the tax rate, exclusive of that which deals with plans for a new school building, come to a total of $114,000, or $26,000 more than those recommended a year ago.

That portion of the School Budget for 1968 for which funds will be raised through the tax rate comes to $2,897,000, or $328,000 more than last year.

The principal reason for the increase in the departmental budgets lies in the wage increases which are involved in the general reclassification of salaries and wages as embodied in Article 3. On an annual basis, these changes come to about $63,000 a year, exclusive of the increases in the School Department.

There is here set forth budget and article totals running back through 1960, so that the Town may be able to follow the trend in expenditures.

## TOTAL BUDGET

(including Schools)

| | | Increase |
|---|---|---|
| 1968 | $4,873,000 | $519,000 |
| 1967 | 4,354,000 | 567,000 |
| 1966 | 3,787,000 | 275,000 |
| 1965 | 3,512,000 | 234,000 |
| 1964 | 3,278,000 | 228,000 |
| 1963 | 3,050,000 | 175,000 |
| 1962 | 2,875,000 | 290,000 |
| 1961 | 2,585,000 | 350,000 |
| 1960 | 2,235,000 | 360,000 |

## SCHOOL BUDGET

| | | |
|---|---|---|
| 1968 | 2,897,000 | 328,000 |
| 1967 | 2,569,000 | 279,000 |
| 1966 | 2,290,000 | 222,000 |
| 1965 | 2,068,000 | 152,000 |
| 1964 | 1,916,000 | 196,000 |
| 1963 | 1,720,000 | 149,000 |
| 1962 | 1,571,000 | 196,000 |
| 1961 | 1,375,000 | 238,000 |
| 1960 | 1,141,000 | 216,000 |

## ARTICLES

| | | | |
|---|---|---|---|
| 1968 | 114,000 | 26,000 | |
| 1967 | 88,000 | 8,000 | Decrease |
| 1966 | 96,000 | 67,000 | |
| 1965 | 29,400 | 9,810 | Decrease |
| 1964 | 39,210 | 13,730 | Decrease |

| | | | |
|---|---|---|---|
| 1963 | 52,940 | 24,700 | |
| 1962 | 28,250 | 6,800 | Decrease |
| 1961 | 35,050 | 78,000 | Decrease |
| 1960 | 113,000 | 85,000 | |

These tables cover only the amounts recommended at the time of the Annual Meeting, make no adjustments for amendments made at the meeting, appropriations made at Special Town Meetings, or for expenditures covered by borrowing or transfers from special funds.

The Personnel Board has made a thorough review of salaries being paid to Town employees and the Finance Committee has reviewed the salaries paid to elected officials whose employment is not covered by the Personnel Board. The general story with respect to increases in salaries is set forth more completely in the report of the Personnel Board under Article 3.

The Town is steadily increasing its support of the Framingham Mental Health Clinic. This operation is conducted by a charitable, private association which is self-perpetuating. After reviewing the matter with the Selectmen, the Finance Committee recommends that the Town's appropriation be made conditional upon the Association electing to its Board of Directors a person nominated by the Wayland Board of Selectmen, in order that the Town, through such a person, may directly follow the operation of the Clinic.

The Finance Committee makes the following recommendations in connection with the appropriations provided for directly or indirectly in the Budget. Many of the recommendations are routine, but they are deemed necessary by the Committee for the proper management of the Town, and the handling of the Town's finances:

All employees in the Town Office Building, other than elected officials and those of the Police and Fire Departments, come under the supervision of the Executive Secretary and that he be charged with the operation and maintenance of the two Town Office Buildings and their equipment;

The operation of the dumps be under the supervision of the Highway Department;

The money from Dog Taxes be allocated in its entirety to the Library;

The appropriation under Highway Department for "Heavy Equipment — Special Account," Fire Department for "Purchase — Major Equipment," and under Conservation Commission for "Conservation Fund" be maintained as funds against future purchases and not be expended without further direct vote of the Town;

The Town Collector continue to act as Collector for the Water Department and that sums so collected be credited by the Collector to the Water Department, and that all fees and penalties from whatever source be turned over to the Town as Town Income;

The appropriation for "Hydrant Rental" of $12,000 for the Water Department granted in the Budget be transferred to "Water Available Surplus";

In addition to the sum of $1,500 included in the 1968 Budget to

meet the Town's share of "Chapter 90 — Maintenance" and $6,700 to meet the Town's share of "Chapter 90 — New Construction," the sum of $3,000 for "Chapter 90 — Maintenance" and $20,100 for "Chapter 90 — New Construction" be transferred from "Unappropriated Available Funds" in the Treasury to meet the County's and State's share of the cost of the work, the reimbursement from the County and State to be restored upon their receipt to "Unappropriated Available Funds" in the Treasury;

The office of Town Clerk be continued on a salary basis and that all fees from whatever source derived be turned over to the Town as Town Income;

All fees, wages or payments made to the Tree Warden, from whatever source, be turned over to the Town as Town Income.

The Finance Committee herewith reports to the Town the following transfers from the Reserve Fund during the year 1967, totaling $34,614.03 distributed as follows: (1) Selectmen —Selectmen's Expense — $2,448.76, (2) Health Department — Appropriation — $3,025.86, (3) Highway Department — Care of Dump — $1,002.37, (4) Highway Department — Relocation Cochituate Road — $4,500, (5) Highway Department — Snow Removal — $10,101.92, (6) Unclassified — Insurance — $1,407.34, (7) Interest on Loans in Anticipation of Revenue — $3,095.39, (8) Insurance — 32B — $3,317.79, (9) Miscellaneous Items where the transfer was less than $1,000 — $5,714.60. There was an unexpended balance of $385.97, which was transferred to the "Excess and Deficiency" account.

To meet the appropriations under Welfare Department, it is recommended that there be transferred the sum of $5,320 from "Aid to Families with Dependent Children — Federal Grants Administration" to apply towards "Welfare Board — Salaries — Director," $1,350 from "Disability Assistance — Federal Grants Administration" to "Welfare Board — Salaries — Director," $4,880 from "Medical Assistance — Title 19 — Federal Grants Administration" to "Welfare Board — Salaries — Clerk, Senior," $1,500 from "Old Age Assistance — Federal Grants Administration" to "Welfare Board — Administration — Expense," $700 from "Medical Assistance — Title 19 — Federal Grants Administration" to "Welfare Board — Salaries — Director," and $1,750 from "Old Age Assistance — Federal Grants Administration" to "Welfare Board — Salaries — Director"; to meet the appropriations under "Library" there be transferred the sum of $2,000 from "State Aid to Libraries" to apply towards "Library — Appropriation"; to meet the appropriations under "Highway — New Equipment — Sweeper" there be transferred the sum of $15,000 from "Highway — Heavy Equipment — Special Account"; to meet the appropriation under "Conservation Commission — Purchase MacKinnon Property" there be transferred the sum of $2,100 from "Conservation Fund"; that the appropriation under "Board of Health — Mental Health Clinic" be payable on the condition that the Framingham

Mental Health Association, Inc. elect to its directorate a nominee named by the Board of Selectmen of the Town of Wayland.

The Finance Committee wishes to take this occasion to publicly thank the Boards and Superintendents of the various departments, who have given generously of their personal time to assist the Committee in the preparation of the Budget and the articles. It is particularly indebted to the Executive Secretary for his faithful attendance and help at Finance Committee meetings.

Respectfully submitted,

ROGER E. ELA
C. PETER R. GOSSELS
WILLIAM HYNES
KATHERINE A. MARTIN
ROBERT M. MORGAN
JOHN S. STONEMAN
JAMES D. WELLS

*Finance Committee*

# FINANCE COMMITTEE BUDGET FOR 1968

## GENERAL GOVERNMENT

| | *1967 Appropriated* | *1967 Expended* | *1968 Recommended* | *Item No.* |
|---|---|---|---|---|
| SELECTMEN | | | | |
| Salaries: | | | | |
| Chairman | $175.00 | $175.00 | $500.00 | 1 |
| Clerk | 175.00 | 175.00 | 500.00 | 2 |
| 3rd Member | 175.00 | 175.00 | 500.00 | 3 |
| Expense | 750.00 | | | |
| From "Reserve" | 2,448.76 | 3,198.76 | 2,000.00 | 4 |
| Recreational Survey | | | | |
| From 1967 | 2,284.25 | 2,094.90 | | |
| Civil Defense | | | | |
| Chief of Auxiliary Police | | | | |
| Salary | 600.00 | 600.00 | 600.00 | 5 |
| Equipment and Supplies | 900.00 | | | |
| From "Reserve" | 76.67 | 976.67 | 600.00 | 6 |
| Radiological Kit | 200.00 | | | |
| Ammunition | 1,000.00 | 999.73 | 1,000.00 | 7 |
| Communications | 1,000.00 | 977.25 | 700.00 | 8 |
| Pigeon Control | 500.00 | 325.00 | 500.00 | 9 |
| Property Removal | 1,500.00 | 1,330.00 | 1,500.00 | 10 |
| Abandoned Car Removal | 500.00 | 120.00 | 300.00 | 11 |
| Real Estate Option Account | 1,000.00 | | 1,000.00 | 12 |
| TOWN OFFICES | | | | |
| Salaries | 71,350.00 | | | |
| From "Water Available Surplus" | 8,400.00 | 79,750.00 | 82,818.00 Art. 8 | 13 |
| Expense | 9,965.00 | 9,965.00 | 10,015.00 | 14 |
| Equipment | 2,060.00 | | | |
| From "Reserve" | 262.52 | 2,322.52 | 2,000.00 | 15 |
| Electricity | 3,200.00 | 3,106.62 | 3,200.00 | 16 |
| Telephones | 5,357.00 | 5,357.00 | 5,357.00 | 17 |
| Gasoline | 6,200.00 | 5,714.15 | 6,200.00 | 18 |
| Dues — Associations | 265.00 | 262.59 | 250.00 | 19 |
| Data Processing | 5,000.00 | 4,657.06 | 5,000.00 | 20 |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| TOWN BUILDING — WAYLAND | | | | |
| Maintenance | 15,860.00 | 12,843.55 | 14,485.00 | 21 |
| Alterations — Basement From 1966 | 410.00 | | | |
| TOWN BUILDING — COCHITUATE | | | | |
| Maintenance | 5,606.00 | 5,356.11 | 6,073.00 | 22 |
| TREASURER | | | | |
| Salary | 7,600.00 | 7,600.00 | 8,100.00 | 23 |
| Expense | 200.00 | 198.13 | 200.00 | 24 |
| Tax Title Expense | 1,000.00 | 661.48 | 1,000.00 | 25 |
| COLLECTOR | | | | |
| Salary | 8,200.00 | 8,200.00 | 8,700.00 | 26 |
| Expense | 200.00 | 194.30 | 200.00 | 27 |
| ASSESSORS | | | | |
| Salaries: | | | | |
| Chairman | 1,200.00 | 1,200.00 | 1,200.00 | 28 |
| 2nd Man | 1,000.00 | 1,000.00 | 1,000.00 | 29 |
| 3rd Man | 900.00 | 900.00 | 900.00 | 30 |
| Expense | 700.00 | 411.13 | 700.00 | 31 |
| Atlas & Maps — Engineering | 4,000.00 | 4,000.00 | 4,000.00 | 32 |
| Printing Atlas | 620.00 | 620.00 | 620.00 | 33 |
| Professional Services | 500.00 | 125.00 | 500.00 | 34 |
| Flood Plain Maps—Engineering | 2,000.00 | 2,000.00 | 2,000.00 | 35 |
| Printing Valuation Book | 1,200.00 | 1,200.00 | | |
| FINANCE COMMITTEE | | | | |
| Expense | 50.00 | 50.00 | 75.00 | 36 |
| SALARY AND WAGE CO-ORDINATING COMMITTEE | | | | |
| Expense | 50.00 | 35.00 | 50.00 | 37 |
| Consultant | 3,500.00 | | | |
| From 1966 | 1,275.00 | 3,500.00 | 1,500.00 | 38 |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| Handbook Printing | 350.00 | | | |
| From 1966 | 300.00 | | | |
| Reclassification and Adjustment Fund | | | 1,000.00 | 39 |
| **Town Counsel** | | | | |
| Retainer | 2,500.00 | 2,500.00 | 2,500.00 | 40 |
| Expense | 2,500.00 | 2,500.00 | 500.00 | 41 |
| Accrued Taxes on Acquired Property | 2,000.00 | 1,983.40 | 2,000.00 | 42 |
| Fees and Disbursements | 9,500.00 | | | |
| From "Reserve" | 97.80 | 9,596.80 | 9,000.00 | 43 |
| **Registrars** | | | | |
| Salaries: | | | | |
| Registration | 200.00 | 200.00 | 200.00 | 44 |
| Listing | 1,200.00 | 738.05 | 1,200.00 | 45 |
| Transportation | 100.00 | 67.50 | 100.00 | 46 |
| **Town Clerk** | | | | |
| Salary | 3,200.00 | 3,200.00 | 3,200.00 | 47 |
| Additional Compensation — G. L. 41 — Sect. 19G | | | 300.00 | 48 |
| Expense | 500.00 | 490.11 | 300.00 | 49 |
| **Elections** | | | | |
| Officers — Salaries | 1,204.00 | | | |
| From "Reserve" | 58.00 | 1,262.00 | 4,264.00 | 50 |
| Expense | 350.00 | | | |
| From "Reserve" | 97.00 | 447.00 | 400.00 | 51 |
| **Planning Board** | | | | |
| Clerical | 400.00 | 400.00 | 400.00 | 52 |
| Expense | 500.00 | 357.17 | 500.00 | 53 |
| Engineering — Existing Town Roads | 1,900.00 | | | |
| From 1966 | 810.00 | 924.50 | 2,000.00 | 54 |
| Professional Services | 1,000.00 | | | |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| From 1966 | 2,093.06 | 1,966.00 | 2,000.00 | 55 |
| Master Map Maintenance | 500.00 | | | |
| From 1966 | 974.00 | | | |
| Acceptance and Completion of Charena, etc. Roads From 1966 | 200.00 | 200.00 | | |
| TOWN SURVEYOR | | | | |
| Salary | 9,062.06 | | | |
| From "Reserve" | 315.73 | 9,377.79 | 10,069.00 | 56 |
| Labor Assistance | 4,500.00 | 4,500.00 | 6,250.00 | 57 |
| Expense | 1,900.00 | 1,899.18 | 1,650.00 | 58 |
| Equipment — Miscellaneous | 200.00 | 197.10 | | |
| Copies of Registered Plans From 1966 | 163.39 | 26.75 | | |
| Preliminary Betterment Survey Account | | | 2,000.00 | 59 |
| Photo — Topographic Survey | | | 2,500.00 | 60 |
| CONSERVATION COMMISSION | | | | |
| Expense | 1,500.00 | 797.91 | 750.00 | 61 |
| Purchase — MacKinnon Property | | | 2,100.00 | 62 |
| Conservation Fund | 5,000.00 | | | |
| From 1966 | 17,900.00 | | 5,000.00 | 63 |

## PROTECTION

| | | | | |
|---|---|---|---|---|
| POLICE DEPARTMENT | | | | |
| Salaries: | | | | |
| Chief | $9,922.34 | $9,922.34 | $11,200.93 | 1 |
| Deputy Chief — Temporary (7/1—12/31/68) | | | 4,500.00 | 2 |
| Youth Officer from 8/1 in '67) | 5,350.05 | 3,599.14 | 9,105.35 | 3 |
| Sergeants (2) | 15,663.14 | 15,663.14 | 17,250.00 | 4 |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| Patrolmen (15 in '67 from 7/1) (15 in '68) | 99,258.96 | 95,018.06 | 110,985.00 | 5 |
| Police Women (7 in '67) (9 in '68) | 9,222.50 | 9,222.50 | 12,100.00 | 6 |
| Other Police | 7,000.00 | 7,000.00 | 7,500.00 | 7 |
| Expense | 2,800.00 | 2,696.12 | 3,800.00 | 8 |
| Expense — Youth Officer | | | 1,900.00 | 9 |
| — Out-of-State Travel | | | 250.00 | 10 |
| Expense — Police School | 1,500.00 | | 1,500.00 | 11 |
| Uniform Expense | 2,260.00 | | | |
| From "Reserve" | 328.16 | 2,588.16 | 2,120.00 | 12 |
| Holsters From "Reserve" | 1,154.50 | 1,154.50 | | |
| Police Cars — Replacement (3 in '67, 2 in '68) | 5,000.00 | 4,998.00 | 4,000.00 | 13 |
| Police Cars — Operating Expense | 3,000.00 | 2,969.97 | 3,000.00 | 14 |
| Signs and Traffic Lines | 3,000.00 | | | |
| From "Reserve" | 341.23 | 3,341.23 | 3,000.00 | 15 |
| Special Services | 2,612.50 | 2,612.50 | 2,112.50 | 16 |
| Outside Study — Police Dept. | 10,000.00 | 5,005.37 | | |
| Dudley Pond — Markers and Buoys | | | 350.00 | 17 |
| **Fire Department** | | | | |
| Salaries: | | | | |
| Chief | 9,922.34 | 9,922.34 | 11,000.93 | 18 |
| Captains (3 in '67) (4 in '68) | 25,270.00 | 25,120.68 | 34,612.07 | 19 |
| Regular Men (17 in '67 from 10/1) (17 in '68) | 99,536.00 | 97,463.78 | 130,274.00 | 20 |
| Call Men — Hourly | 13,000.00 | 12,475.31 | 13,000.00 | 21 |
| Call Men — Annually | 2,000.00 | 1,700.00 | 1,600.00 | 22 |
| Expense | 3,200.00 | 3,200.00 | 3,600.00 | 23 |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| New Equipment | | | | |
| Hose | 1,500.00 | 1,492.19 | 2,000.00 | 24 |
| Miscellaneous | 2,305.00 | 2,303.15 | 2,575.00 | 25 |
| Alarm System | | | | |
| Maintenance | 2,000.00 | 1,991.31 | 2,200.00 | 26 |
| Extensions | 1,500.00 | 1,462.97 | 1,500.00 | 27 |
| Inter-Station Cable | 1,000.00 | | | |
| From 1966 | 5,500.00 | 6,416.52 | 1,500.00 | 28 |
| Uniform Expense | 2,500.00 | 2,455.83 | 2,050.00 | 29 |
| Purchase — Major Equipment | 7,000.00 | | | |
| From 1966 | 582.21 | | 6,000.00 | 30 |
| 750 G.P.M. Pumper | | | | |
| From 1966 | 19,167.50 | 19,167.00 | | |
| Out-of-State Travel | 300.00 | 299.78 | 300.00 | 31 |
| **Building and Wiring Inspector** | | | | |
| Salaries: | | | | |
| Inspector | 7,805.00 | 7,720.55 | 8,380.00 | 32 |
| Substitutes | 400.00 | 400.00 | 500.00 | 33 |
| Expense | 800.00 | 790.30 | 800.00 | 34 |
| Out-of-State Travel | 75.00 | 73.25 | 100.00 | 35 |
| **Gas Inspector** | | | | |
| Salary | 2,000.00 | 2,000.00 | 2,250.00 | 36 |
| Expense | 400.00 | 400.00 | 400.00 | 37 |
| **Zoning Board of Appeals** | | | | |
| Expense | 300.00 | 9.00 | 300.00 | 38 |
| **Sealer of Weights and Measures** | | | | |
| Salary | 250.00 | 250.00 | 250.00 | 39 |
| Expense | 50.00 | 50.00 | 50.00 | 40 |
| **Dog Officer** | | | | |
| Salary | | | | |
| From "Reserve" | 500.00 | 500.00 | 1,200.00 | 41 |
| Expense | | | | |
| From "Reserve" | 807.19 | 807.19 | 900.00 | 42 |

## HEALTH

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| BOARD OF HEALTH | | | | |
| Salaries: | | | | |
| Chairman | $50.00 | $50.00 | $50.00 | 1 |
| Clerk | 50.00 | 50.00 | 50.00 | 2 |
| 3rd Member | 50.00 | 50.00 | 50.00 | 3 |
| Agent | 2,974.20 | 2,974.20 | 3,215.00 | 4 |
| Secretary to Board | 2,425.50 | 2,425.50 | 2,455.00 | 5 |
| Sanitary Engineer | 4,080.00 | 4,020.00 | 4,320.00 | 6 |
| Health Appropriation | 5,000.00 | | | |
| From "Reserve" | 3,025.86 | 7,712.70 | 5,500.00 | 7 |
| Medical Inspection of Schools ('67) | 2,750.00 | 2,518.57 | | |
| School Health Program ('68) | | | 2,750.00 | 8 |
| Dog Clinic | 200.00 | 151.08 | 250.00 | 9 |
| Collection of Garbage | 33,421.28 | 33,421.28 | 36,500.00 | 10 |
| Inspector of Animals | | | | |
| Salary | 500.00 | 500.00 | 500.00 | 11 |
| Expense | 100.00 | 100.00 | 100.00 | 12 |
| Public Health Nurses | | | | |
| Salaries: | | | | |
| Supervisor | 7,510.40 | 5,510.40 | 8,605.00 | 13 |
| Nurse No. 2 (1) | 6,795.77 | 6,795.77 | 8,380.00 | 14 |
| Nurse No. 1 (2) | 12,402.20 | 12,402.20 | 15,100.00 | 15 |
| Nursing Aids | 6,703.20 | 5,914.15 | 6,400.00 | 16 |
| Transportation — Agent and Nurses | 1,350.00 | 1,350.00 | 1,625.00 | 17 |
| School Dental Clinic | 4,000.00 | 3,542.14 | 4,200.00 | 18 |
| Mental Health Clinic | 5,512.50 | 5,512.50 | 7,500.00 | 19 |
| Mosquito Control | 8,600.00 | 8,600.00 | 8,600.00 | 20 |
| Plumbing Inspector | | | | |
| Salary | 2,000.00 | 2,000.00 | 2,250.00 | 21 |
| Expense | 400.00 | 400.00 | 400.00 | 22 |

## HIGHWAY

| | | | | |
|---|---|---|---|---|
| HIGHWAY DEPARTMENT | | | | |
| Salaries: | | | | |
| Superintendent | $9,921.77 | $9,921.77 | $10,999.00 | 1 |

| | *1967 Appropriated* | *1967 Expended* | *1968 Recommended* | *Item No.* |
|---|---|---|---|---|
| Assistant Superintendent .... | 8,517.60 | 7,867.01 | 9,350.00 | 2 |
| Administrative and Clerical (1967) ..... | 5,400.00 | 3,667.75 | | |
| Clerk ..... | | | 4,375.50 | 3 |
| Part-time Engineering Aids | | | 2,500.00 | 4 |
| Maintenance | | | | |
| Roads ..... | 51,100.00 | 51,077.71 | 56,000.00 | 5 |
| Equipment ..... | 28,300.00 | 28,292.34 | 30,500.00 | 6 |
| Engineering — Miscellaneous | 1,000.00 | 1,000.00 | 1,000.00 | 7 |
| Roadside Cleanup ..... | 4,000.00 | 3,999.41 | 4,000.00 | 8 |
| Garage Alterations ..... | 9,000.00 | 9,000.00 | 3,200.00 | 9 |
| Snow Removal ..... | 51,000.00 | | | |
| From "Reserve" ..... | 10,101.92 | 61,101.92 | 50,000.00 | 10 |
| Care of Dumps ..... | 38,900.00 | | | |
| From "Reserve" ..... | 1,002.37 | 39,902.37 | 50,000.00 | 11 |
| Drainage | | | | |
| Miscellaneous ..... | 750.00 | | | |
| From "Reserve" ..... | 950.00 | 1,699.37 | 750.00 | 12 |
| Pequot Road ..... | 3,600.00 | | | |
| Road Machinery Account ..... | 4,000.00 | 3,694.60 | | |
| New Equipment | | | | |
| Miscellaneous ..... | 500.00 | 500.00 | 500.00 | 13 |
| Dump Truck — Body and Chassis ..... | 13,000.00 | 12,448.79 | | |
| Tractor — with Loader and Attachments ..... | 4,100.00 | 4,099.70 | | |
| Heavy Equipment — Special | | | | |
| Account ..... | 13,000.00 | | | |
| From 1966 ..... | 27,506.64 | | 13,000.00 | 14 |
| Reconstruction — Existing Town Roads | | | | |
| Moore Road | | | | |
| From 1966 ..... | 1,133.52 | | | |
| Pelham Island Road | | | | |
| From 1966 ..... | 14,895.00 | | | |
| Oxbow Road — Art. 29 '66 | | | | |
| From 1966 ..... | 4,639.35 | 4,639.22 | | |
| Parkland Drive ..... | 2,500.00 | 2,499.56 | | |
| Chapter 90 | | | | |
| Maintenance ..... | 4,500.00 | 4,500.00 | 1,500.00 | 15 |
| Maintenance (Town only) .. | 5,000.00 | 4,999.86 | 5,000.00 | 16 |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| Construction 1966 | | | | |
| From 1966 | 8,141.99 | 8,141.99 | Art. 9 | |
| Construction 1965 | | | | |
| From 1966 | 100.07 | | | |
| Construction 1964 | | | | |
| Old Connecticut Path | | | | |
| From 1966 | 181.86 | | | |
| Construction 1967 | | | | |
| Cochituate Road | 6,700.00 | | | |
| From "State and County" | 20,100.00 | | | |
| Reconstruction — Oxbow Road | | | | |
| 2nd Section | 16,900.00 | 3,350.89 | | |
| Station Parking Lot | 300.00 | 60.00 | 300.00 | 17 |
| Relocate — Cochituate Road | | | | |
| From 1966 | 1,425.51 | | | |
| From "Reserve" | 4,500.00 | 5,924.26 | | |
| Intersection Sherman Bridge and Oxbow Road | | | | |
| From 1966 | 2,000.00 | | | |
| Sidewalk Construction | 7,500.00 | | | |
| From 1966 | 5,599.41 | 6,337.98 | 7,500.00 | 18 |
| Street Lighting | 17,500.00 | 15,725.00 | 17,500.00 | 19 |
| Out-of-State Travel | 350.00 | | 350.00 | 20 |
| Toll Road Auth. Drainage | | | | |
| From 1966 | 8,000.00 | | | |
| Development — Parking Space — Cochituate | | | | |
| From 1966 | 5,200.00 | | | |
| Betterments | | | | |
| Dudley Road | 21,000.00 | 20,890.48 | | |
| Alpine Road | 2,000.00 | 1,350.30 | 15,000.00 | 21 |
| Fencing Sump Pits | 750.00 | 737.40 | | |
| New Equipment | | | | |
| Sweeper | | | 15,000.00 | 22 |
| Sidewalk Plow | | | 4,500.00 | 23 |
| Sand Spreader | | | 3,200.00 | 24 |
| Pick-up Truck | | | 3,600.00 | 25 |
| Superintendent Vehicle | | | 2,000.00 | 26 |
| Gravely type — Power Unit (2) | | | 1,000.00 | 27 |
| Sherman's Bridge — Repair | | | | |
| Wayland's share | | | 5,000.00 | 28 |

## WELFARE

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| **Welfare Board** | | | | |
| Salaries: | | | | |
| Chairman | $100.00 | $100.00 | $100.00 | 1 |
| 2nd Member | 100.00 | 100.00 | 100.00 | 2 |
| 3rd Member | 100.00 | 100.00 | 100.00 | 3 |
| Director | 9,120.00 | 9,120.00 | 9,120.00 | 4 |
| Social Worker | | | 6,000.00 | 5 |
| Clerk, Senior | 4,740.00 | 4,740.00 | 4,880.00 | 6 |
| Clerk, Junior | | | 3,500.00 | 7 |
| Administration Expense | 1,500.00 | 1,095.37 | 1,500.00 | 8 |
| **General Relief** | | | | |
| Appropriation | 5,000.00 | 4,553.09 | | |
| State Income 1967 | 524.27 | 524.27 | 5,000.00 | 9 |
| **Aid to Families with Dependent Children** | | | | |
| Appropriation | 20,000.00 | 19,842.10 | 18,000.00 | 10 |
| Federal Grants | | | | |
| Balance 1/1/67 | 12,117.34 | | | |
| Income in 1967 | 11,704.00 | 8,124.20 | | |
| Federal Grants — Adm. | 7,248.10 | | | |
| Income in 1967 | 2,858.64 | 4,740.00 | | |
| **Disability Assistance** | | | | |
| Appropriation | 3,000.00 | | 3,000.00 | 11 |
| Federal Grants | | | | |
| Balance 1/1/67 | 1,846.14 | | | |
| Federal Grants — Adm. | | | | |
| Balance 1/1/67 | 2,445.54 | 1,500.00 | | |
| **Old Age Assistance** | | | | |
| Appropriation | 10,000.00 | 9,950.05 | 10,000.00 | 12 |
| Federal Grants | | | | |
| Balance 1/1/67 | 12,043.36 | | | |
| Income in 1967 | 11,550.00 | 9,285.55 | | |
| Federal Grants — Adm. | | | | |
| Balance 1/1/67 | 3,030.48 | | | |
| Income in 1967 | 442.35 | | | |
| **Medical Assistance for Aged** | | | | |
| Appropriation | 60,000.00 | 59,178.09 | 60,000.00 | 13 |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| Federal Grants | | | | |
| Balance 1/1/67 | 6,541.98 | | | |
| Income in 1967 | 46,226.93 | 48,851.05 | | |
| Federal Grants — Adm. | | | | |
| Balance 1/1/67 | 1,935.66 | | | |
| Income in 1967 | 3,686.51 | | | |
| VETERANS' BENEFITS | | | | |
| Appropriation | 15,000.00 | 6,765.83 | 15,000.00 | 14 |
| Agent: | | | | |
| Salary | 900.00 | 900.00 | 2,000.00 | 15 |
| Expense | 350.00 | | | |
| From "Reserve" | 97.45 | 447.45 | 500.00 | 16 |

## SCHOOLS

| | | | | |
|---|---|---|---|---|
| ADMINISTRATION | | | | |
| School Committee — Expense | $2,750.00 | $2,734.93 | $3,198.00 | 1 |
| Superintendent's Office — Salaries and Expense | 65,029.00 | 65,028.30 | 78,507.00 | 2 |
| INSTRUCTION | | | | |
| Supervision | 50,810.00 | 50,377.30 | 55,450.00 | 3 |
| Principals and Secretaries | 166,594.00 | 163,931.93 | 172,558.00 | 4 |
| Teachers | 1,673,820.00 | 1,647,066.50 | 1,888,312.00 | 5 |
| Textbook Program | 26,053.00 | 26,052.68 | 26,496.00 | 6 |
| Library Services | 50,301.00 | 49,059.13 | 57,726.00 | 7 |
| Audio Visual Program | 17,779.00 | 17,765.47 | 17,690.00 | 8 |
| Guidance Services | 84,879.00 | 84,864.74 | 94,681.00 | 9 |
| Educational Television | 1,952.00 | 1,951.25 | 2,022.00 | 10 |
| OTHER SCHOOL SERVICES | | | | |
| Attendance | 600.00 | 600.00 | 600.00 | 11 |
| Pupil Transportation | 95,000.00 | | | |
| From "Reserve" | 157.00 | 94,805.92 | 96,987.00 | 12 |
| Cafeteria | 12,219.00 | 12,218.67 | 7,500.00 | 13 |
| Athletics | 13,349.00 | 13,349.00 | 17,457.00 | 14 |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| OPERATION AND MAINTENANCE | | | | |
| Custodial Services | 155,720.00 | 155,719.49 | 168,888.00 | 15 |
| Heating Buildings | 23,250.00 | 23,250.00 | 24,400.00 | 16 |
| Utility Services | 56,800.00 | 56,797.77 | 58,200.00 | 17 |
| Maintenance of Plant | 13,423.00 | 13,423.00 | 60,005.00 | 18 |
| COMMUNITY SERVICES | | | | |
| Civic Activities | 12,450.00 | 12,442.67 | 3,000.00 | 19 |
| Adult Education | 500.00 | | 500.00 | 20 |
| ACQUISITION OF FIXED ASSETS | | | | |
| Acquisition of New Equipment | 17,644.00 | 17,636.78 | 30,812.00 | 21 |
| Replacement of Equipment | 9,949.00 | 9,941.09 | 13,088.00 | 22 |
| OUT OF STATE TRAVEL | 4,400.00 | 4,390.58 | 4,700.00 | 23 |
| PROGRAM (OTHER DISTRICTS) | 14,200.00 | 14,199.65 | 14,700.00 | 24 |
| CONSTRUCTION AND SITES | | | | |
| High School — Addition From 1966 | 25,249.93 | 6,874.60 | | |
| Junior High — Addition Plans and Specifications From 1966 | 4,500.00 | 4,454.73 | | |
| School Building Committee Preliminary Plans From High School Addition | 5,000.00 | | | |
| Pave High School Field House | 21,000.00 | 21,000.00 | | |
| PUBLIC LAW NO. 874 | | | | |
| Balance 1/1/67 | 19,869.62 | | | |
| Income in 1967 | 46,022.74 | 65,891.23 | | |
| PUBLIC LAW NO. 864 | | | | |
| Balance 1/1/67 | 1,465.31 | | | |
| Income in 1967 | 3,032.05 | | | |
| SCHOOL LUNCH ACCOUNT | | | | |
| Balance 1/1/67 | 6,742.03 | | | |
| Income in 1967 | 156,075.97 | 158,541.15 | | |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| GRANTS 37-A | | | | |
| Balance 1/1/67 | 33.04 | | | |
| PUBLIC LAW 88-210 | | | | |
| Balance 1/1/67 | 1,092.00 | | | |
| Income in 1967 | 1,412.00 | 1,031.60 | | |
| SCHOOL ATHLETIC ACCOUNT | | | | |
| Balance 1/1/67 | 6,021.13 | | | |
| Income in 1967 | 8,817.40 | 13,887.71 | | |
| EVENING PRACTICAL ARTS | | | | |
| Balance 1/1/67 | 320.62 | | | |
| Income in 1967 | 8,397.00 | 8,322.22 | | |
| SCHOOL INS. REIMBURSEMENT | | | | |
| Income in 1967 | 460.00 | 310.00 | | |
| SUMMER SCHOOL | | | | |
| Income in 1967 | 6,050.00 | 6,050.00 | | |

## LIBRARIES

| | | | | |
|---|---|---|---|---|
| LIBRARIES | | | | |
| Salaries: | | | | |
| Librarian | $7,897.50 | $7,897.50 | $8,637.00 | 1 |
| Asst. Librarian — Professional | 5,820.00 | 4,468.79 | 6,560.00 | 2 |
| Children's Librarian | 5,740.85 | 5,740.83 | 6,930.00 | 3 |
| Assistants — Full time | 9,782.34 | 9,782.34 | 14,380.00 | 4 |
| Pages and Clerks | 7,090.00 | 6,550.92 | 7,600.00 | 5 |
| Appropriation | 6,200.00 | | 7,200.00 | 6 |
| From "Dogs" | 2,180.66 | 7,714.51 | Art. 4 | 2239.20 |
| Refurbishing and Furniture | 19,900.00 | | | |
| From 1966 | 4,751.05 | 23,125.96 | 12,500.00 | 7 |
| Book Purchase Account | 10,000.00 | 9,998.26 | 11,000.00 | 8 |
| Library Funds Income | | | | |
| Balance 1/1/67 | 2,108.45 | | | |
| Income in 1967 | 1,574.19 | 1,676.67 | | |
| | 3682.64 | | | |



83,045.04

## RECREATION

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| RECREATION, PARK AND CEMETERY DEPARTMENT (4/1-12/31/68) | | | | |
| Salaries: | | | | |
| Superintendent | | | $7,638.75 | 1 |
| Foremen (2) | | | 11,040.00 | 2 |
| PARK DEPARTMENT | | | | |
| Salaries: | | | | |
| Superintendent (1/1-3/31/68) | $6,756.07 | $6,756.07 | $1,320.00 | 3 |
| Labor | 18,800.00 | 18,800.00 | 20,000.00 | 4 |
| Repairs and Miscellaneous | 3,000.00 | | | |
| From "Reserve" | 279.95 | 3,279.95 | 3,000.00 | 5 |
| Expense | | | | |
| Fertilizer, Lime, Etc. | 4,500.00 | 3,800.12 | 5,000.00 | 6 |
| Schools—Maintenance, High School | 11,000.00 | 10,728.18 | 17,700.00 | 7 |
| Town Building — Wayland Contract Maintenance | 3,300.00 | 2,750.00 | 3,300.00 | 8 |
| Town Building—Cochituate Contract Maintenance | 400.00 | 291.50 | 400.00 | 9 |
| Library Contract Maintenance | 600.00 | 64.80 | | |
| Equipment | | | | |
| Miscellaneous | 2,000.00 | 1,616.10 | 2,140.00 | 10 |
| New Truck | | | 3,000.00 | 11 |
| Lake Cochituate Beach | | | | |
| Beach Labor | 600.00 | 600.00 | 600.00 | 12 |
| Lifeguards (8) | 7,800.00 | 7,347.10 | 7,800.00 | 13 |
| Matrons (2) | 1,400.00 | 1,155.00 | 1,400.00 | 14 |
| Police (2) | 1,400.00 | 1,400.00 | 1,400.00 | 15 |
| Notice and Registrations | 800.00 | 666.00 | 800.00 | 16 |
| Miscellaneous Expense — Beach | 1,700.00 | 1,339.32 | 1,700.00 | 17 |
| Beach Expansion | 8,000.00 | 472.83 | | |
| Erosion Repair | 600.00 | | | |
| Mill Pond — Lighting and Snow Removal | 2,000.00 | 914.02 | 2,000.00 | 18 |
| Playground Development | | | | |
| North Wayland | 100.00 | | 100.00 | 19 |
| Cochituate Jr. High Site | 100.00 | | 100.00 | 20 |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| W. Plain St. Playground | | | | |
| From 1966 | 37,925.00 | 14,521.29 | | |
| Little League | | | | |
| Expense | 2,000.00 | 2,000.00 | 2,500.00 | 21 |
| Lighting | 500.00 | 437.56 | 400.00 | 22 |
| Swimming Instruction | 3,300.00 | 3,300.00 | 3,300.00 | 23 |

## UNCLASSIFIED

| | | | | |
|---|---|---|---|---|
| Reserve Fund | $35,000.00 | $34,614.03 | $35,000.00 | 1 |
| Town and Finance Committee | | | | |
| Reports | 3,500.00 | | | |
| From "Reserve" | 130.37 | 3,630.37 | 3,700.00 | 2 |
| Memorial Day | 800.00 | | | |
| From "Reserve" | 30.79 | 830.79 | 950.00 | 3 |
| Legion Post Quarters | 600.00 | 600.00 | 600.00 | 4 |
| Notice of Meetings | 1,200.00 | | | |
| From "Reserve" | 830.24 | 2,030.24 | 2,500.00 | 5 |
| Surety Bonds | 700.00 | 666.00 | 700.00 | 6 |
| Town Clocks | 300.00 | 300.00 | 400.00 | 7 |
| Insurance — General | 32,266.00 | | | |
| From "Reserve" | 1,407.34 | 33,673.34 | 34,831.00 | 8 |
| Insurance — 32B | 34,000.00 | | | |
| From "Reserve" | 3,317.79 | 37,158.14 | 42,000.00 | 9 |
| Land Taking — Rice Road | | | | |
| From 1966 | 600.00 | | | |
| Land Taking — Clara Lupien | | | | |
| From 1966 | 50.00 | | | |
| Purchase B. & M. Property — Wayland Square | | | | |
| From 1966 | 2,500.00 | | | |
| New Power and Light Committee | | | | |
| From 1966 | 1,900.00 | 458.86 | 600.00 | 10 |
| Legal Expense | | | 2,500.00 | 11 |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| Town Land Clean-Up | 2,000.00 | 787.51 | 2,000.00 | 12 |
| Land Taking — Lots 13 and 14 Alden Road | | | | |
| From 1966 | 2,000.00 | 14,000.00 | | |
| Purchase Newell Lots | | | | |
| From 1966 | 1,500.00 | | | |
| Purchase Land — Glezen Lane | | | | |
| From 1966 | 3,150.00 | | | |
| From "Reserve" | 200.00 | 3,350.00 | | |
| Purchase — Boston Edison — State Road West | | | | |
| From 1966 | 3,000.00 | | | |
| Lease — Hannah Williams Playground | 1,000.00 | | | |
| From 1966 | 333.34 | 1,083.33 | 1,000.00 | 13 |
| Purchase — Fitzpatrick Property | | | | |
| From 1966 | 25,000.00 | 25,000.00 | | |
| War Memorial | 3,000.00 | | | |
| From 1966 | 1,747.06 | 529.38 | | |
| Purchase Danis Property Main Street | 20,000.00 | 19,858.77 | | |
| Land for Dump — Post Road | 105,000.00 | 70,000.00 | | |
| Wayland - Sudbury Regional Disposal Com. | 400.00 | | | |
| Purchase — Branagan Land Crest Road | 10.00 | | | |
| Accept Various Roads Art. 50 1967 Town Meeting | 40.00 | | | |
| Accept 40 Acres Drive | 10.00 | | | |
| Setting Bounds — White Road | 800.00 | 550.00 | | |
| Accept — Portion — Old Connecticut Path | 10.00 | 10.00 | | |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| PURCHASE LAND PEMBERTON ROAD | 10,000.00 | | | |
| PURCHASE LAND — SYCAMORE ROAD | 500.00 | 500.00 | | |
| PURCHASE LAND—SYCAMORE ROAD ART. 8, SPECIAL TOWN MEETING | 2,500.00 | 2,500.00 | | |
| PURCHASE LAND — CASTLE HILL ROAD | 10,500.00 | 10,500.00 | | |

## PUBLIC SERVICE ENTERPRISES

| | | | | |
|---|---|---|---|---|
| WATER DEPARTMENT | | | | |
| Salaries: | | | | |
| Commissioners: | | | | |
| Chairman | $75.00 | $75.00 | $75.00 | 1 |
| Clerk | 75.00 | 75.00 | 75.00 | 2 |
| 3rd Member | 75.00 | 75.00 | 75.00 | 3 |
| Superintendent | 9,922.50 | 9,922.50 | Art. 8 | |
| Labor | 44,000.00 | 41,912.49 | Art. 8 | |
| Maintenance | 48,000.00 | 47,922.77 | Art. 8 | |
| Hydrant Rental | 12,000.00 | | 12,000.00 | 4 |
| New Truck | 2,000.00 | 1,190.63 | Art. 8 | |
| Watermain Extensions — Existing Town Roads | | | | |
| Refund Account | 5,000.00 | | | |
| From 1966 | 23,077.71 | | Art. 8 | |
| Deposit Account From 1966 | 23,186.09 | | | |
| Old Conn. Path — Rice Rd. to Standpipe From 1966 | 20,000.00 | | | |
| Oxbow Road From 1966 | 878.61 | 769.10 | | |
| Old Conn. Path From 1966 | 6,500.00 | | | |
| New Well and Pump From 1966 | 6,888.57 | 5,284.15 | | |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| Water Easement — New Well Field off Stonebridge From 1966 | 1,000.00 | | | |
| Purchase Pumping Equipment From 1966 | 18,522.81 | 4,736.78 | | |
| New Well and Pumping Station off Riverview | 50,000.00 | | | |
| From 1966 | 6,500.00 | 7,177.55 | | |
| Betterment — Dudley Road | 1,300.00 | 927.95 | | |
| Betterment — Alpine Road | 9,200.00 | 8,023.75 | | |

## CEMETERY, TREE AND MOTH DEPARTMENT

| | | | | |
|---|---|---|---|---|
| CEMETERY | | | | |
| Salaries: | | | | |
| Superintendent (1/1-3/31/68) | $7,652.50 | $7,271.64 | $1,913.00 | 1 |
| Labor—Permanent Men (4) | 22,475.00 | 20,481.00 | 23,833.50 | 2 |
| Labor—Temporary Men | 500.00 | 30.00 | | |
| Maintenance | | | | |
| Appropriation | 2,300.00 | 2,110.02 | 2,000.00 | 3 |
| Service | 200.00 | 72.80 | 200.00 | 4 |
| North Cemetery | | | | |
| Existing Lot Maintenance | 300.00 | 300.00 | 300.00 | 5 |
| New Lot Development | 200.00 | 34.00 | 200.00 | 6 |
| South Cemetery | | | | |
| Existing Lot Maintenance | 100.00 | 100.00 | 100.00 | 7 |
| Lakeview Cemetery | | | | |
| Existing Lot Maintenance | 300.00 | 283.10 | 300.00 | 8 |
| Water Pipe From 1966 | 300.00 | 29.34 | | |
| New Lot Development | 5,000.00 | 829.77 | 900.00 | 9 |
| Resetting Monuments | 300.00 | 280.00 | 300.00 | 10 |
| Resealing Blacktop | 500.00 | | | |
| Perpetual Care Funds Inc.: | | | | |
| Balance 1/1/67 | 6,032.47 | | | |
| Income in 1967 | 3,314.55 | 640.20 | | |
| Parmenter Funds Income | | | | |
| Balance 1/1/67 | 1,488.45 | | | |
| Income in 1967 | 163.25 | 4.00 | | |

| | 1967 Appropriated | 1967 Expended | 1968 Recommended | Item No. |
|---|---|---|---|---|
| TREE | | | | |
| Trimming at Private Contract | 10,000.00 | 9,730.63 | 10,000.00 | 11 |
| Planting Trees | 3,000.00 | 2,951.08 | 3,000.00 | 12 |
| MOTH | | | | |
| Public Work Expense | 3,000.00 | 2,624.17 | 3,000.00 | 13 |
| Dutch Elm Expense | 4,000.00 | 2,908.55 | 4,000.00 | 14 |

## MATURING DEBT AND INTEREST

| | | | | |
|---|---|---|---|---|
| INTEREST | | | | |
| Miscellaneous | $21.25 | $21.25 | $21.25 | 1 |
| Anticipation of Revenue | 6,000.00 | | | |
| From "Reserve" | 3,095.39 | 9,095.39 | 9,000.00 | 2 |
| Schools — | | | | |
| $400,000 – 1948 – 2¼ – 20 yr. | 900.00 | 900.00 | 450.00 | 3 |
| 140,000 – 1949 – 1¾ – 20 yr. | 218.75 | 218.75 | 131.25 | 4 |
| 210,000 – 1952 – 1.6 – 20 yr. | 880.00 | 880.00 | 720.00 | 5 |
| 600,000 – 1954 – 2.2 – 10 yr. | 4,950.00 | 4,950.00 | 4,290.00 | 6 |
| 150,000 – 1956 – 2½ – 15 yr. | 1,125.00 | 1,125.00 | 875.00 | 7 |
| 600,000 – 1956 – 2½ – 20 yr. | 7,125.00 | 7,125.00 | 6,375.00 | 8 |
| 62,000 – 1956 – 3.4 – 20 yr. | 1,020.00 | 1,020.00 | 918.00 | 9 |
| 638,000 – 1956 – 3.4 – 20 yr. | 10,880.00 | 10,880.00 | 9,792.00 | 10 |
| 1,175,000 – 1959 – 3.5 – 20 yr. | 25,375.00 | 25,375.00 | 23,275.00 | 11 |
| 1,100,000 – 1960 – 3.6 – 20 yr. | 26,730.00 | 26,730.00 | 24,750.00 | 12 |
| 200,000 – 1966 – 3¼ – 5 yr. | 5,850.00 | 5,850.00 | 4,550.00 | 13 |
| Water — | | | | |
| 150,000 – 1958 – 3.3 – 15 yr. | 2,310.00 | 2,310.00 | Art 8 | |
| Fire — | | | | |
| 60,000 – 1952 – 2.2 – 20 yr. | 240.00 | 240.00 | 200.00 | 14 |
| MATURING DEBT | | | | |
| Schools — | | | | |
| 400,000 – 1948 – 2¼ – 20 yr. | 20,000.00 | 20,000.00 | 20,000.00 | 15 |
| 140,000 – 1949 – 1¾ – 20 yr. | 5,000.00 | 5,000.00 | 5,000.00 | 16 |
| 210,000 – 1952 – 1.6 – 20 yr. | 10,000.00 | 10,000.00 | 10,000.00 | 17 |
| 600,000 – 1954 – 2.2 – 10 yr. | 30,000.00 | 30,000.00 | 30,000.00 | 18 |
| 150,000 – 1956 – 2½ – 15 yr. | 10,000.00 | 10,000.00 | 10,000.00 | 19 |
| 600,000 – 1956 – 2½ – 20 yr. | 30,000.00 | 30,000.00 | 30,000.00 | 20 |
| 62,000 – 1956 – 3.4 – 20 yr. | 3,000.00 | 3,000.00 | 3,000.00 | 21 |
| 638,000 – 1956 – 3.4 – 20 yr. | 32,000.00 | 32,000.00 | 32,000.00 | 22 |
| 1,175,000 – 1959 – 3.5 – 20 yr. | 60,000.00 | 60,000.00 | 60,000.00 | 23 |
| 1,100,000 – 1960 – 3.6 – 20 yr. | 55,000.00 | 55,000.00 | 55,000.00 | 24 |
| 200,000 – 1966 – 3¼ – 5 yr. | 40,000.00 | 40,000.00 | 40,000.00 | 25 |
| Water — | | | | |
| 150,000 – 1958 – 3.3 – 15 yr. | 10,000.00 | 10,000.00 | Art. 8 | |
| Fire — | | | | |
| 60,000 – 1952 – 2.2 – 20 yr. | 2,000.00 | 2,000.00 | 2,000.00 | 26 |

## SCHEDULE A

Alphabetical list of full-time and part-time position classes and allocation to compensation grade or schedule.

| *Class Title* | *Compensation Grade or Schedule* |
|---|---|
| Administrative Assistant | S–16 |
| Assistant Highway Superintendent | S–19 |
| Assistant Librarian | S–14 |
| Board of Health Inspector (Agent, Part-Time) | Misc. |
| Building Inspector | S–17 |
| Call Fire Fighter (Part-Time) | Misc. |
| Children's Librarian | S–13 |
| Engineering Aide | S–9 |
| Equipment Operator | W–5 |
| Executive Secretary | S–25 |
| Fire Captain | F–2 |
| Fire Chief | F–3 |
| Fire Fighter | F–1* |
| Fire Fighter — Diver (Part-Time) | Misc. |
| Groundsman | W–3 |
| Heavy Equipment Operator | W–6 |
| Highway Superintendent | S–23 |
| Intermittent Patrolman (Part-Time) | Misc. |
| Junior Clerk | S–1 |
| Laborer — A | W–3 |
| Laborer — B | W–2 |
| Laborer — C | W–1 |
| Laborer — Driver | W–4 |
| Laborer — (Part-Time) | Misc. |
| Laborer — (Probationary) | Misc. |
| Librarian | S–18 |
| Library Assistant | S–6 |
| Library Clerk (Part-Time) | Misc. |
| Library Page (Part-Time) | Misc. |
| Machine Room Clerk | S–3 |
| Maintenance Mechanic | W–5 |
| Master Mechanic | W–10 |
| Mechanic — Welder | W–8 |
| Meter Reader and Repairman | W–5 |

| *Class Title* | *Compensation Grade or Schedule* |
|---|---|
| Nurses' Aide (Part-Time) | Misc. |
| Patrolman | P–1** |
| Police Chief | P–5 |
| Police Lieutenant | P–3 |
| Police Matron (Part-Time) | Misc. |
| Police Sergeant | P–2 |
| Principal Clerk | S–8 |
| Public Health Nurse No. 1 | S–15 |
| Public Health Nurse No. 2 | S–17 |
| Public Health Nursing Supervisor | S–19 |
| Recreation, Park and Cemetery Superintendent | S–21 |
| Registered Professional Nurse | S–13 |
| School Crossing Guard (Part-Time) | Misc. |
| Secretary to Board of Health (Part-Time) | Misc. |
| Secretary to Executive Secretary | S–9 |
| Senior Clerk | S–5 |
| Special Patrolman (Traffic) (Part-Time) | Misc. |
| Switchboard Operator — Receptionist | S–3 |
| Town Surveyor | S–21 |
| Water Maintenance Man | W–8 |
| Water Superintendent | S–23 |
| Wiring Inspector (Part-Time) | Misc. |
| Working Foreman — Recreation, Park and Cemetery | W–8 |
| Working Foreman — Highway | W–8 |
| Working Foreman — Water | W–9 |
| Youth Officer | P–3 |

*Plus $300 per annum additional compensation when appointed and serving as Fire Department Clerk.

Plus $500 per annum additional compensation when appointed and serving as Fire Department Electrician or Mechanic.

**Plus $300 per annum additional compensation when appointed and serving as Police Department Photographer.

## SCHEDULE B

### GENERAL ANNUAL SALARY SCHEDULE

(Annual rates controlling weekly rates are computed by dividing annual rates by 52)

| *Compensation Grade* | | *Minimum* | *1 year after* | *2 years after* | *3 years after* |
|---|---|---|---|---|---|
| S–1 | W | $75.75 | $78.85 | $82.00 | $85.30 |
| | A | 3,940.00 | 4,100.00 | 4,265.00 | 4,435.00 |
| S–2 | W | 78.85 | 82.00 | 85.30 | 88.75 |
| | A | 4,100.00 | 4,265.00 | 4,435.00 | 4.615.00 |
| S–3 | W | 82.00 | 85.30 | 88.75 | 92.20 |
| | A | 4,265.00 | 4,435.00 | 4,615.00 | 4,795.00 |
| S–4 | W | 85.30 | 88.75 | 92.20 | 95.95 |
| | A | 4,435.00 | 4,615.00 | 4,795.00 | 4,990.00 |
| S–5 | W | 88.75 | 92.20 | 95.95 | 99.70 |
| | A | 4,615.00 | 4,795.00 | 4,990.00 | 5,185.00 |
| S–6 | W | 92.20 | 95.95 | 99.70 | 103.75 |
| | A | 4,895.00 | 4,990.00 | 5,185.00 | 5,395.00 |
| S–7 | W | 95.95 | 99.70 | 103.75 | 107.90 |
| | A | 4,990.00 | 5,185.00 | 5,395.00 | 5,610.00 |
| S–8 | W | 99.70 | 103.75 | 107.90 | 112.10 |
| | A. | 5,185.00 | 5,395.00 | 5,610.00 | 5,830.00 |
| S–9 | W | 103.75 | 107.90 | 112.10 | 116.75 |
| | A | 5,395.00 | 5,610.00 | 5,830.00 | 6,070.00 |
| S–10 | W | 107.90 | 112.10 | 116.75 | 121.35 |
| | A | 5,610.00 | 5,830.00 | 6,070.00 | 6,310.00 |
| S–11 | W | 112.10 | 116.75 | 121.35 | 126.15 |
| | A | 5,830.00 | 6,070.00 | 6,310.00 | 6,560.00 |
| S–12 | W | 116.75 | 121.35 | 126.15 | 131.15 |
| | A | 6,070.00 | 6,310.00 | 6,560.00 | 6,820.00 |
| S–13 | W | 121.35 | 126.15 | 131.15 | 136.45 |
| | A | 6,310.00 | 6,560.00 | 6,820.00 | 7,095.00 |
| S–14 | W | 126.15 | 131.15 | 136.45 | 141.90 |
| | A | 6,560.00 | 6,820.00 | 7,095.00 | 7,380.00 |
| S–15 | W | 131.15 | 136.45 | 141.90 | 147.60 |
| | A | 6,820.00 | 7,095.00 | 7,380.00 | 7,675.00 |
| S–16 | W | 136.45 | 141.90 | 147.60 | 153.45 |
| | A | 7,095.00 | 7,380.00 | 7,675.00 | 7,980.00 |
| S–17 | W | 141.90 | 147.60 | 153.45 | 161.15 |
| | A | 7,380.00 | 7,675.00 | 7,980.00 | 8,380.00 |

| | | | | | |
|---|---|---|---|---|---|
| S–18 | W | 147.60 | 153.45 | 161.15 | 169.15 |
| | A | 7,675.00 | 7,980.00 | 8,380.00 | 8,795.00 |
| S–19 | W | 153.45 | 161.15 | 169.15 | 177.60 |
| | A | 7,980.00 | 8,380.00 | 8,795.00 | 9,235.00 |
| S–20 | W | 161.15 | 169.15 | 177.60 | 186.45 |
| | A | 8,380.00 | 8,795.00 | 9,235.00 | 9,695.00 |
| S–21 | W | 169.15 | 177.60 | 186.45 | 195.85 |
| | A | 8,795.00 | 9,235.00 | 9,695.00 | 10,185.00 |
| S–22 | W | 177.60 | 186.45 | 195.85 | 205.65 |
| | A | 9,235.00 | 9,695.00 | 10,185.00 | 10,695.00 |
| S–23 | W | 186.45 | 195.85 | 205.65 | 215.85 |
| | A | 9,695.00 | 10,185.00 | 10,695.00 | 11,225.00 |
| S–24 | W | 195.85 | 205.65 | 215.85 | 228.85 |
| | A | 10,185.00 | 10,695.00 | 11,225.00 | 11,900.00 |
| S–25 | W | 205.65 | 215.85 | 228.85 | 295.65 |
| | A | 10,695.00 | 11,225.00 | 11,900.00 | 15,375.00 |

## SCHEDULE C

### POLICE ANNUAL SALARY SCHEDULE

(Annual rates controlling weekly rates are computed by dividing annual rates by 52)

| *Compensation Grade* | | *Minimum* | *1 year after* | *2 years after* | *3 years after* |
|---|---|---|---|---|---|
| P–1 | W | $126.15 | $131.15 | $136.45 | $141.90 |
| | A | 6,560.00 | 6,820.00 | 7,095.00 | 7,380.00 |
| P–2 | W | 147.60 | 153.45 | 161.15 | 169.15 |
| | A | 7,675.00 | 7,980.00 | 8,380.00 | 8,795.00 |
| P–3 | W | 161.15 | 169.15 | 177.60 | 186.45 |
| | A | 8,380.00 | 8,795.00 | 9,235.00 | 9,695.00 |
| P–4 | W | 186.45 | 195.85 | 205.60 | 215.85 |
| | A | 9,695.00 | 10,185.00 | 10,690.00 | 11,225.00 |

## SCHEDULE D

### FIRE ANNUAL SALARY SCHEDULE

(Annual rates controlling weekly rates are computed by dividing annual rates by 52)

| *Compensation Grade* | | *Minimum* | *1 year after* | *2 years after* | *3 years after* |
|---|---|---|---|---|---|
| F–1 | W | $126.15 | $131.15 | $136.45 | $141.90 |
| | A | 6,560.00 | 6,820.00 | 7,095.00 | 7,380.00 |
| F–2 | W | 147.60 | 153.45 | 161.15 | 169.15 |
| | A | 7,675.00 | 7,980.00 | 8,380.00 | 8,795.00 |
| F–3 | W | 186.45 | 195.85 | 205.60 | 215.85 |
| | A | 9,695.00 | 10,185.00 | 10,690.00 | 11,225.00 |

## SCHEDULE E

### HOURLY WAGE SCHEDULE

(Hourly rates controlling weekly rates are computed by dividing hourly rates by 40)

| *Compensation Grade* | | *Minimum* | *1 year after* | *2 years after* |
|---|---|---|---|---|
| W–1 | H | $2.35 | $2.45 | $2.55 |
| | W | 94.00 | 98.00 | 102.00 |
| W–2 | H | 2.45 | 2.55 | 2.65 |
| | W | 98.00 | 102.00 | 106.00 |

| | | | | |
|---|---|---|---|---|
| W–3 | H | 2.55 | 2.65 | 2.75 |
| | W | 102.00 | 106.00 | 110.00 |
| W–4 | H | 2.65 | 2.75 | 2.85 |
| | W | 106.00 | 110.00 | 114.00 |
| W–5 | H | 2.75 | 2.85 | 3.00 |
| | W | 110.00 | 114.00 | 120.00 |
| W–6 | H | 2.85 | 3.00 | 3.15 |
| | W | 114.00 | 120.00 | 126.00 |
| W–7 | H | 3.00 | 3.15 | 3.30 |
| | W | 120.00 | 126.00 | 132.00 |
| W–8 | H | 3.15 | 3.30 | 3.45 |
| | W | 126.00 | 132.00 | 138.00 |
| W–9 | H | 3.30 | 3.45 | 3.60 |
| | W | 132.00 | 138.00 | 144.00 |
| W–10 | H | 3.45 | 3.60 | 3.75 |
| | W | 138.00 | 144.00 | 150.00 |

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## SCHEDULE F

### MISCELLANEOUS SALARY AND WAGE SCHEDULE

| *Class Title* | *Compensation* |
|---|---|
| Board of Health Inspector (Agent, Part-Time) | $2.85–3.00–3.15 per hour |
| Call Fire Fighter (Part-Time) | 2.85 per hour |
| Call Fire Fighter (Part-Time) | 30.00 per day * |
| Fire Fighter — Diver (Part-Time) | 3.50 per hour |
| Special Patrolman (Part-Time) | 2.85 per hour |
| Laborer (Part-Time) | 2.25 per hour |
| Laborer (Probationary) | 2.25 per hour |
| Library Clerk (Part-Time) | 2.00–2.10–2.20 per hour |
| Library Page (Part-Time) | 1.25–1.30–1.35 per hour |
| Nurses' Aide (Part-Time) | 2.15 – 2.23–2.31–2.38 per hour<br>3010–3122–3234–3332 per year ** |
| Police Matron (Part-Time) | 1.75 per hour |
| School Crossing Guard (Part-Time) | 32.00 per week |
| Secretary to Board of Health (Part-Time) | 2.10–2.20–2.30 per hour |
| Wiring Inspector (Part-Time) | 1,500 per year |

*Daily rate applicable to full day or night shift
**Annual rates based on 1,400 hours (40 weeks @ 35 hours)